DOCUMENT RESUME

ED 334 947 HE 024 802

AUTHOR Brown, Patricia Q.
TITLE Salaries of Full-Time Instructional Faculty on 9- and 10-month Contracts in Institutions of Higher Education, 1979-80 through 1989-90. E.D. TABS.
INSTITUTION National Center for Education Statistics (ED), Washington, DC.
REPORT NO NCES-91-216
PUB DATE Jul 91
NOTE 54p.; Data Series: DR-IPEDS-89/90-6.1.
PUB TYPE Statistical Data (110) -- Reports - Research/Technical (143) -- Tests/Evaluation Instruments (160)

EDRS PRICE MF01/PC03 Plus Postage.
DESCRIPTORS Academic Rank (Professional); College Faculty; Cost Indexes; *Full Time Faculty; Higher Education; Private Colleges; Public Colleges; Sex Differences; *Teacher Salaries; Trend Analysis; Two Year Colleges; Women Faculty

ABSTRACT

This report presents the results of data in two figures and 22 tables on salaries of full-time instructional faculty on 9- and 10-month contracts; the data were collected through the Integrated Postsecondary Education Data System for the academic years 1987-88 and 1989-90. The figures show percentage change in average salaries adjusted for inflation and average salaries in constant dollars by academic rank 1979 to 1990. The 22 tables display the data in various combinations using the following variables: academic year, rank, academic rank, type of institution (private, public, two-year), sex, Consumer Price Index, and state. The document also discusses survey methodology, scope, follow-up, editing, and imputations, and includes a copy of the instrument. The analysis found that salary increases continue to outpace inflation, that the average salary in 1989-90 was $39,965, that salaries at public 2-year institutions are far more that at private two-year institutions, that salaries are consistently higher for men than women, and that the proportion of women faculty in higher education is slowly increasing. (JB)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

ED334947

NATIONAL CENTER FOR EDUCATION STATISTICS

E.D. TABS **July 1991**

Salaries of Full-Time Instructional Faculty on 9- and 10-month Contracts in Institutions of Higher Education, 1979–80 through 1989–90

BEST COPY AVAILABLE

HE 024 802

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

☑ This document has been reproduced as received from the person or organization originating it.

☐ Minor changes have been made to improve reproduction quality.

• Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.

U.S. Department of Education
Office of Educational Research and Improvement NCES 91-216

NATIONAL CENTER FOR EDUCATION STATISTICS

E.D. TABS July 1991

Salaries of Full-Time Instructional Faculty on 9- and 10-month Contracts in Institutions of Higher Education, 1979–80 through 1989–90

Patricia Q. Brown
Postsecondary Education Statistics Division

Data Series:
DR–IPEDS–89/90–6.1

U.S. Department of Education
Office of Educational Research and Improvement NCES 91-216

U.S. Department of Education
Lamar Alexander
Secretary

Office of Educational Research and Improvement
Bruno V. Manno
Acting Assistant Secretary

National Center for Education Statistics
Emerson J. Elliott
Acting Commissioner

National Center for Education Statistics

"The purpose of the Center shall be to collect, and analyze, and disseminate statistics and other data related to education in the United States and in other nations."—Section 406(b) of the General Education Provisions Act, as amended (20 U.S.C. 1221e–1).

July 1991

Contact:
Patricia Q. Brown
(202) 219–1593

Highlights

The increase in average salaries for full-time instructional faculty in higher education institutions continues to outpace inflation. The increases in real income began in 1981-82, when average salaries showed a gain of 0.6 percent over the previous year. This pattern of income gains continued through 1989-90 which showed an average yearly 0.8 percent increase over the 2-year period from 1987-88. The highest income gain occurred in 1985-86 when there was a 1-year percent change of 3.4[1] (figure 1). Other findings include the following:

- In 1989-90, the full-time instructional faculty on 9- and 10- month contracts in institutions of higher education, earned an average salary of $39,965 (table 3).

- Average salaries in 1989-90 ranged from about $52,800 for professors to about $25,000 for instructors (table 1). In constant 1989-90 dollars, assistant professors received the largest percentage increase (14.5) over an 11 year period, from about $28,600 in 1979-80 to about $32,700 in 1989-90. The smallest percentage increase (9.0) occurred for the instructors, who earned about $22,900 in 1979-80 and $25,000 in 1989-90. Those with no academic rank showed a 2.1 percent decrease in average salary.

- Average salaries in current dollars at 2-year public institutions remained much higher than those at 2-year private institutions over the 11-year period, although the difference narrowed by 14 percentage points (54 percent higher in 1979-80, 40 percent higher in 1989-90). Additionally, the gap in salaries between public and private 4-year institutions has also narrowed since 1979-80, decreasing from 9.8 to 6.3 percentage point differences (table 2).

- When examined by rank, in 1989-90 the average salary for lecturers in 4-year private institutions are higher than the average salary for lecturers in public 4-year institutions. This is the only rank where faculty in private institutions had higher salaries than public institutions in either 1979-80 or 1989-90 (table 2).

- Average salaries in constant dollars continue to be higher for males than for females, $42,629 versus $33,936 in 1989-90 (table 3) for all ranks combined. In 1979-80 male faculty earned $36,709, while female faculty earned $30,096 (table 3). The relative difference in male and female salaries varies among academic ranks.

---

[1]These data represent an annual percentage change where possible. Other years are biennial changes. Data for 1983-84, 1986-87 and 1988-89 were not collected, so salaries for these years were derived as the midpoint of the two surrounding years.

- Average salaries by state ranged from $29,437 to $47,230 in 1989-90. There were 16 states including the District of Columbia, where full-time instructional faculty earned average salaries higher than $40,000 (the average for 50 states and the District of Columbia) (table 7).

- The total number of full-time instructional faculty has increased 12.3 percent since 1979-80 (table 21). The number of instructors declined 16.0 percent over the 11-year period.

- The proportion of women faculty in higher education is slowly increasing, going from 26.2 percent in 1979-80 to 30.6 percent in 1989-90. The number of women professors increased from 10.4 percent in 1979-80 to 14 percent in 1989-90. The pattern of increase was similar across the other ranks.

This E.D. TABS report presents the results of data on salaries of full-time instructional faculty on 9- and 10-month contracts that were collected through the Integrated Postsecondary Education Data System (IPEDS) for the academic years 1987-88 and 1989-90[2]. In prior years, data were collected through the Higher Education General Information Survey (HEGIS) 1979-80 through 1985-86.

[2]Faculty on 9- and 10-month contracts represent 85.5 percent of the total faculty.

Table of Contents

Highlights iii
Survey Methodology 1
Scope 1
Followup 1
Editing 2
Imputations 2
Acknowledgments 3

List of figures

Figure 1. Annual percentage change in average salaries of full-time instructional faculty at institutions of higher education, adjusted for inflation: 1979-80 through 1989-90 4

Figure 2. Average faculty salaries in constant dollars at institutions of higher education, by academic rank: 1979-80 through 1989-90 .. 5

List of tables

Table 1. Average salaries of full-time instructional faculty on 9- and 10-month contracts, in higher education institutions, by academic year and academic rank: 50 states and the District of Columbia, 1979-80 through 1989-90 6

Table 2. Average salaries in current dollars of full-time instructional faculty on 9- and 10-month contracts in higher education institutions, by academic rank, type and control of institutions: 50 states and the District of Columbia, 1979-80 through 1989-90 7

Table 3. Average salaries in constant 1989-90 dollars of full-time instructional faculty on 9- and 10- month contracts in institutions of higher education, by academic rank and sex: 50 states and the District of Columbia, 1979-80 through 1989-90 .. 8

Table 4. Average salaries in current dollars of full-time instructional faculty on 9- and 10-month contracts in institutions of higher education, by academic rank, sex, and type and control of institutions: 50 states and the District of Columbia, 1979-80 through 1989-90 9

Table 5. Average salaries in constant dollars of full-time instructional faculty on 9- and 10-month contracts in institutions of higher education, by academic rank, sex, and type and control of institutions: 50 states and the District of Columbia, 1979-80 through 1989-90 10

Table 6. Consumer Price Index (CPI) factors: 1979-80 through 1989-90 11

Table 7. Average salaries in current dollars of full-time instructional faculty on 9- and 10-month contracts, in higher education institutions, by academic rank and state: Academic year 1989-90 12

Table 8. Average salaries in current dollars of full-time instructional faculty on 9- and 10-month contracts, in public higher education institutions, by academic rank and state: Academic year 1989-90 13

Table 9. Average salaries in current dollars of full-time instructional faculty on 9- and 10-month contracts, in private higher education institutions, by academic rank and state: Academic year 1989-90 14

Table 10. Average salaries in current dollars of full-time instructional faculty on 9- and 10-month contracts, in 4-year higher education institutions, by academic rank and state: Academic year 1989-90 15

Table 11. Average salaries in current dollars of full-time instructional faculty on 9- and 10-month contracts, in 2-year higher education institutions, by academic rank and state: Academic year 1989-90 16

Table 12. Average salaries in current dollars of full-time instructional faculty on 9- and 10-month contracts, in 4-year public higher education institutions, by academic rank and state: Academic year 1989-90 17

Table 13. Average salaries in current dollars of full-time instructional faculty on 9- and 10-month contracts, in 2-year public higher education institutions, by academic rank and state: Academic year 1989-90 18

Table 14. Average salaries in current dollars of full-time instructional faculty on 9- and 10-month contracts, in 4-year private higher education institutions, by academic rank and state: Academic year 1989-90 19

Table 15. Average salaries in current dollars of full-time instructional faculty on 9- and 10-month contracts, in 2-year private higher education institutions, by academic rank and state: Academic year 1989-90 20

Table 16. Average salaries in current dollars of men full-time instructional faculty on 9- and 10-month contracts, in higher education institutions, by academic rank and state: Academic year 1989-90 21

Table 17. Average salaries in current dollars of women full-time instructional faculty on 9- and 10-month contracts, in higher education institutions, by academic rank and state: Academic year 1989-90 22

Table 18. Average salaries in current dollars of men full-time instructional faculty on 9- and 10-month contracts, in 4-year higher education institutions, by academic rank and state: Academic year 1989-90 23

Table 19. Average salaries in current dollars of women full-time instructional faculty on 9- and 10- month contracts, in 2-year higher education institutions, by academic rank and state: Academic year 1989-90 24

Table 20. Total full-time instructional faculty, on 9- and 10-month contracts, in higher education institutions, by academic rank and state: Academic year 1989-90 25

Table 21. Total full-time instructional faculty, on 9- and 10-month contracts, in higher education institutions, by academic rank and sex: 1979-80 through 1989-90 26

Table 22. Total full-time instructional faculty, on 9- and 10-month contracts, in higher education institutions, by academic rank, sex and type and control of institution: 50 states and the District of Columbia, academic year 1989-90 27

Appendix

Survey Instrument 29

Survey Methodology

Scope

The 1989-90 Salary survey was mailed to 4,519 postsecondary education institutions, including 2,398 to 4-year institutions, 1,842 to 2-year institutions, and 279 to less-than-2-year institutions.

The salary universe was developed by selecting from the 1989-90 institutional characteristics (IC) universe all public and private 4- and 2-year, and the public less-than-2-year institutions that had not marked any of the exclusion questions on the IC form. Those exclusion questions were:

a. Are all instructional faculty employed on a part-time basis?

b. Do all instructional faculty contribute services (e.g., are members of a religious order), or are they all military personnel?

c. Do all instructional faculty teach preclinical or clinical medicine?

The forms were mailed out in July 1989. The survey results were collected from November 15, 1989 through April 15, 1990. During this time period 120 institutions were deleted from the salary universe. The deletions (out-of-scope) were received through formal notification from IPEDS state coordinators, the Department of Education eligibility notices, and from followup telephone calls. They included schools that had closed, did not offer postsecondary programs, or were duplicated in the file.

Data in this report are for institutions of higher education -- those institutions accredited at the college level by an agency recognized by the U.S. Secretary of Education. Readers should note that year-to-year changes in the composition of this group of institutions may contribute minimally to changes in these data. These institutions were previously surveyed under the Higher Education General Information Survey (HEGIS), which the Integrated Postsecondary Education Data System (IPEDS) supersedes. The higher education institutions had a response rate of 80.5 percent.

Followup

Followup for nonresponse was started on January 9, 1990 by letter or contact with state coordinators. Also data for institutions with FICE codes (i.e, higher education institutions) were checked for consistency with their prior year's response.

Editing

Data were edited for major reporting and processing errors. Generated totals were compared to the reported totals. If discrepancies between reported and generated totals were within an acceptable range, the generated totals replaced the reported totals; otherwise, institutions were contacted to resolve these discrepancies. On the data file, generated totals are indicated by an imputation flag.

Imputations

Data were imputed for total nonresponding institutions only. Data for partial responses were resolved by telephoning the respondents of the survey.

Imputation procedures used for nonresponding institutions were as follows:

I. For institutions that responded in 1987-88 and not in 1989-90, the following method was used:

   (a) A percentage change by level (4-year, 2-year, and less-than-2-year) and control (public, private nonprofit, and private for-profit) was calculated for institutions responding in both 1987-88 and 1989-90. The percentage change was multiplied by reported 1987-88 data to get an estimate for 1989-90 salary outlays and number of faculty.

II. Institutions not reporting in 1987-88 or 1989-90

   1. All responding institutions were grouped into IPEDS sectors.

   2. Sectors 1 and 2 (4-year public and private nonprofit institutions) were further disaggregated into:

      (a) schools granting 30 or more doctoral degrees;

      (b) schools granting 30 or more postbaccalaureate degrees, but not 30 or more doctoral degrees; and

      (c) all other.

3. For all the reporting schools in each of the identified groups, the ratio for the average number of full-time instructional faculty (9/10, 11/12 and other months summed) per full-time-equivalent (FTE) student was computed. The number of FTE students was calculated by taking all of the full-time students plus one-third of the part-time students as reported in the IPEDS Fall Enrollment survey.

4. The FTE enrollment for each nonresponding institutions was obtained from the IPEDS Fall Enrollment survey.

5. The average number of full-time instructional faculty per FTE for the sector was then multiplied by the FTE of the non-responding institutions. This yielded an estimate for total full-time instructional faculty of the nonresponding school. The same methodology was used to obtain the salary outlays for nonresponding schools.

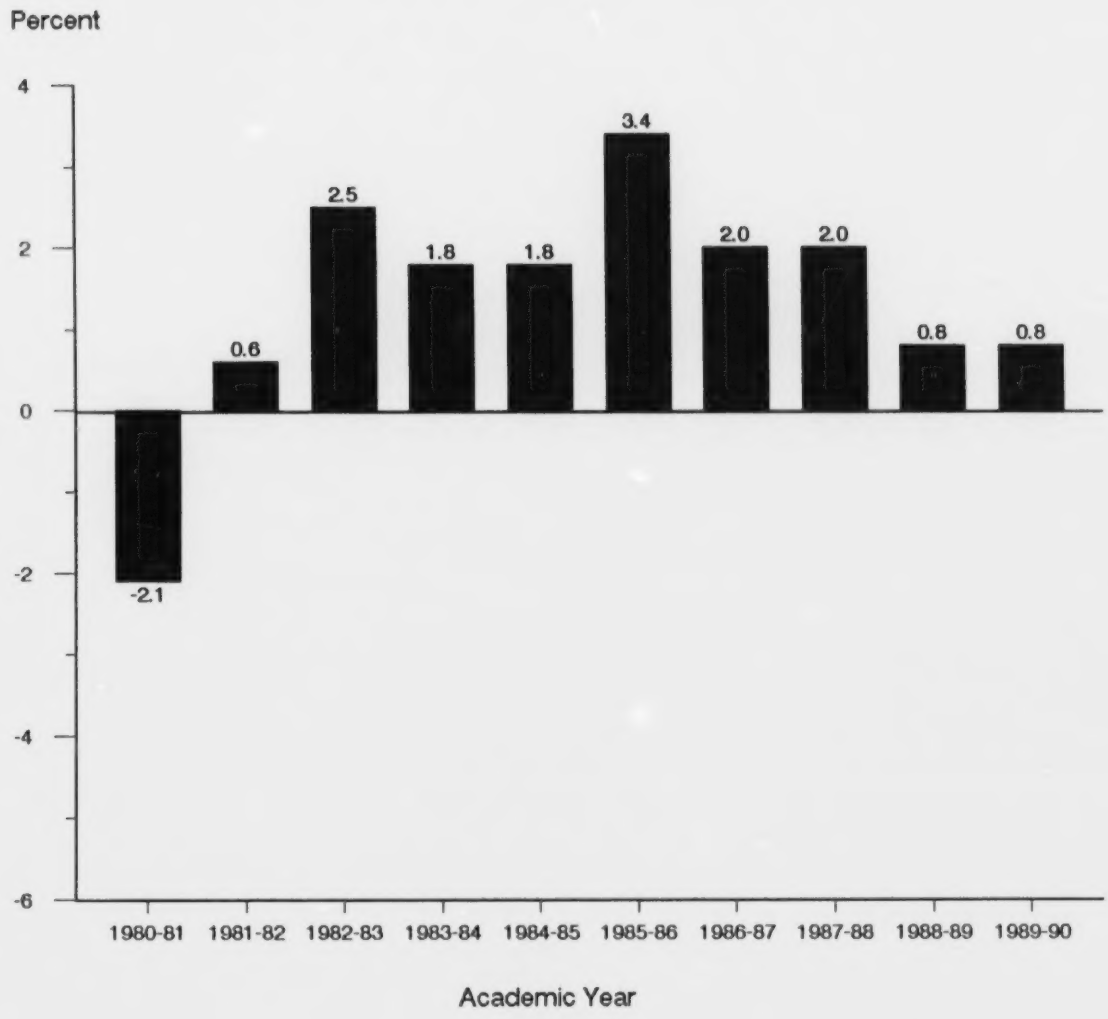
6. To distribute the estimated total full-time instructional faculty across the various academic ranks, a reporting institution was randomly selected from the same IPEDS sector as the nonrespondent.

7. Each cell in columns 4 (total faculty) and 5 (total outlays) in the randomly selected institution was divided by its total faculty and outlays. These percentages were multiplied by the total estimated full-time faculty and outlays in the nonresponding school.

Acknowledgments

The author appreciates the reviewers of this E.D. TABS: Maryse Eymonerie, Eymonerie Associates; W. Lee Hansen, University of Wisconsin - Madison; and Thomas D. Snyder and Kerry Gruber, National Center for Education Statistics. The author thanks Paulette Vanderhorst for her technical assistance.

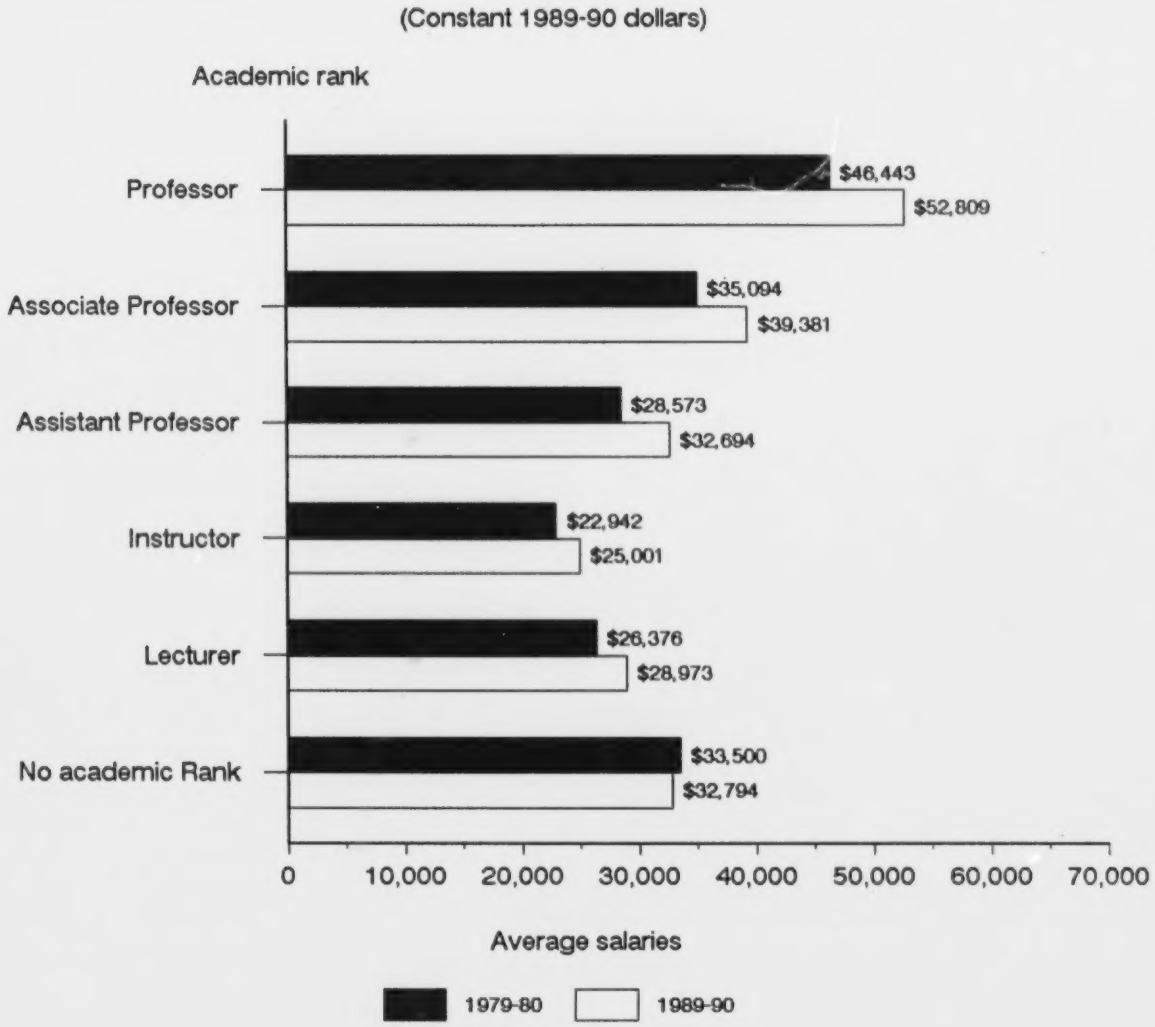
Figure 1.--Annual percentage change in average salaries of full-time instructional faculty at institutions of higher education, adjusted for inflation: 1980-81 through 1989-90



NOTE: Data for 1983-84, 1986-87 and 1988-89 were derived as the midpoint of the two surrounding years.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty" 1987-88 and 1989-90 and HEGIS "Salaries, Tenure and Fringe Benefits of Full-time Instructional Faculty" surveys, various years.

Figure 2.--Average faculty salaries in constant dollars at institutions of higher education, by academic rank: 1979-80 and 1989-90



SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1989-90" and HEGIS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1979-80" surveys.

Table 1.--Average salaries of full-time instructional faculty on 9- and 10- month contracts, by academic year and by academic rank: 50 states and the District of Columbia, 1979-80 through 1989-90

Academic year	Professor		Associate professor		Assistant professor		Instructor		Lecturer		No Academic rank	
	Average salary	Annual percent change	Average salary	Annual percent change	Average salary	Annual percent change	Average salary	Annual percent change	Average salary	Annual percent change	Average salary	Annual percent change
					Constant 1989-90 dollars							
1979-80	46,443	---	35,094	---	28,573	---	22,942	---	26,376	---	33,500	---
1980-81	45,172	-2.7	34,090	-2.9	27,729	-3.0	22,311	-2.7	25,629	-2.8	32,791	-2.1
1981-82	45,244	0.2	34,162	0.2	27,827	0.4	22,269	-0.2	25,541	-0.3	32,895	0.3
1982-83	46,119	1.9	34,894	2.1	28,569	2.7	22,851	2.6	26,191	2.5	33,143	0.8
1984-85	47,731	1/	35,964	1/	29,626	1/	23,500	1/	26,823	1/	33,085	1/
1985-86	49,327	3.3	37,095	3.1	30,665	3.5	24,411	3.9	27,740	3.4	33,946	2.6
1987-88 2/	51,556	1/	38,613	1/	31,905	1/	24,909	1/	28,470	1/	34,559	1/
1989-90	52,809	1/	39,381	1/	32,694	1/	25,001	1/	28,973	1/	32,794	1/
					Current dollars							
1979-80	28,388	---	21,451	---	17,465	---	14,023	---	16,122	---	20,477	---
1980-81	30,813	8.5	23,254	8.4	18,915	8.3	15,219	8.5	17,482	8.4	22,368	9.2
1981-82	33,539	8.8	25,324	8.9	20,628	9.1	16,508	8.5	18,933	8.3	24,385	9.0
1982-83	35,641	6.3	26,966	6.5	22,078	7.0	17,659	7.0	20,240	6.9	25,613	5.0
1984-85	39,743	1/	29,945	1/	24,668	1/	19,567	1/	22,334	1/	27,548	1/
1985-86	42,268	6.4	31,787	6.2	26,277	6.5	20,918	6.9	23,770	6.4	29,088	5.6
1987-88 2/	47,040	1/	35,231	1/	29,110	1/	22,728	1/	25,977	1/	31,532	1/
1989-90	52,809	1/	39,381	1/	32,694	1/	25,001	1/	28,973	1/	32,794	1/

---Not applicable.

1/Not computed. The data for the 1983-84 academic year were not edited; thus, they could not be analyzed. Data were not collected for the 1986-87 and 1988-89 academic years.
2/Data revised from previously published data.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty" 1987-88 and 1989-90 surveys and the HEGIS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty" surveys.

Table 2.--Average salaries in current dollars of full-time instructional faculty on 9- and 10-month contracts, by academic rank, and type and control of institutions: 50 states and the District of Columbia, 1979-80 and 1989-90

Academic rank and institutional type	1979-80			1989-90		
	Public	Private	Percent difference	Public	Private	Percent difference
All ranks combined						
4-year	$22,379	$20,376	9.8	$42,355	$39,860	6.3
2-year	20,429	13,250	54.2	34,404	24,601	39.8
Professor						
4-year	29,067	27,556	5.5	53,861	52,859	1.9
2-year	25,486	16,554	54.0	44,496	30,469	46.0
Associate professor						
4-year	22,132	20,027	10.5	40,637	37,918	7.2
2-year	21,473	16,182	32.7	37,041	26,366	40.5
Assistant professor						
4-year	17,971	16,349	9.9	33,741	31,388	7.5
2-year	18,060	13,585	32.9	31,685	24,788	27.8
Instructor						
4-year	14,331	13,125	9.2	24,820	24,285	2.2
2-year	14,721	10,987	34.0	26,593	22,334	19.1
Lecturer						
4-year	16,663	14,211	17.3	28,630	30,010	-4.6
2-year	15,666	*	*	29,156	*	*
No academic rank						
4-year	16,550	15,535	6.5	30,975	28,682	8.0
2-year	20,986	12,709	65.1	33,352	23,451	42.2

*The numbers of faculty reported in this category were too small to yield reliable results.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1989-90," and HEGIS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty" surveys 1979-80.

Table 3.—Average salaries in constant 1989–90 dollars of full–time instructional faculty on 9– and 10–month contracts in institutions of higher education, by academic rank and sex: 50 states and the District of Columbia, 1979–80 through 1989–90

Academic year and sex	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
1979–80							
Total	$34,976	$46,443	$35,094	$28,573	$22,942	$26,376	$33,500
Men	36,709	46,907	35,421	28,990	23,432	27,701	34,757
Women	30,096	42,389	33,770	27,769	22,495	24,772	31,197
1980–81							
Total	34,253	45,172	34,090	27,729	22,311	25,629	32,791
Men	35,970	45,557	34,407	28,193	22,855	27,048	33,992
Women	29,405	41,629	32,837	26,829	21,835	23,971	30,638
1981–82							
Total	34,444	45,244	34,162	27,827	22,269	25,541	32,895
Men	36,233	45,647	34,497	28,380	22,920	26,861	34,153
Women	29,508	41,656	32,903	26,837	21,715	24,065	30,680
1982–83							
Total	35,305	46,119	34,894	28,569	22,851	26,191	33,143
Men	37,175	46,580	35,298	29,248	23,597	27,641	34,397
Women	30,199	42,210	33,451	27,377	22,192	24,599	30,960
1983–84 1/							
1984–85							
Total	36,567	47,731	35,964	29,626	23,500	26,823	33,085
Men	38,651	48,363	36,501	30,421	24,361	28,292	34,262
Women	31,155	43,025	34,249	28,314	22,749	25,226	31,141
1985–86							
Total	37,801	49,327	37,095	30,665	24,411	27,740	33,946
Men	40,021	49,986	37,663	31,619	25,316	29,453	35,322
Women	32,181	44,640	35,360	29,135	23,617	25,993	31,709
1986–87 1/							
1987–88 2/							
Total	39,343	51,556	38,613	31,905	24,909	28,470	34,559
Men	41,770	52,317	39,262	32,975	25,915	30,307	35,891
Women	33,427	43,439	36,747	30,250	24,070	26,709	32,447
1988–89 1/							
1989–90							
Total	39,965	52,809	39,381	32,694	25,001	28,973	32,794
Men	42,629	53,646	40,128	33,783	25,891	31,102	34,070
Women	33,936	47,673	37,441	31,099	24,302	27,031	31,019

1/The data for the 1983–84 academic year were not edited; and thus, they could not be analyzed. Data were not collected for the 1986–87 and 1988–89 academic years.
2/Data revised from previously published data.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full–Time Instructional Faculty" 1987–88 and 1989–90 surveys and HEGIS "Salaries, Tenure, and Fringe Benefits of Full–Time Instructional Faculty" surveys 1979–80 through 1985–86.

BEST COPY AVAILABLE

Table 4.—Average salaries in current dollars of full-time instructional faculty on 9- and 10-month contracts in institutions of higher education, by academic rank, sex, and type and control of institutions: 50 states and District of Columbia, 1979-80 through 1989-90

Academic Rank	1979-80	1980-81	1981-82	1982-83	1984-85	1985-86	1987-88	1989-90
				Public 4-year				
All institutions	$22,379	$24,391	$26,615	$28,317	$31,764	$34,033	$37,840	$42,355
Academic rank								
Professor	29,067	31,455	34,080	35,928	40,176	43,044	47,917	53,861
Associate professor	22,132	23,901	25,975	27,513	30,595	32,642	36,272	40,637
Assistant professor	17,971	19,442	21,201	22,588	25,267	27,100	30,037	33,741
Instructor	14,331	15,465	16,754	17,772	19,674	20,895	22,637	24,820
Lecturer	16,663	17,784	19,121	20,144	22,511	23,862	26,057	28,630
No academic rank	16,550	19,400	21,081	21,348	23,392	25,142	27,195	30,975
Sex								
Men	23,392	25,520	27,880	29,678	33,344	35,786	39,898	44,041
Women	18,985	20,617	22,470	23,885	26,813	28,680	31,820	35,704
				Public 2-year				
All institutions	20,429	22,218	24,238	25,613	27,864	29,590	32,209	34,404
Academic rank								
Professor	25,486	27,025	29,455	31,175	33,805	36,418	39,443	44,496
Associate professor	21,473	22,991	24,991	26,390	28,937	30,733	33,902	37,041
Assistant professor	18,060	19,393	21,032	22,318	24,473	26,162	28,523	31,685
Instructor	14,721	15,966	17,222	18,523	20,674	22,818	24,661	26,593
Lecturer	15,666	16,884	18,519	20,255	22,311	23,500	25,627	29,156
No academic rank	20,986	22,888	24,978	26,204	28,242	29,712	32,148	33,352
Sex								
Men	21,131	23,001	25,126	26,566	28,891	30,758	33,477	35,888
Women	19,134	20,812	22,669	23,952	26,172	27,693	30,228	32,346
				Private 4-year				
All institutions	20,376	22,447	24,695	26,896	30,247	31,732	35,355	39,860
Academic rank								
Professor	27,556	30,172	33,269	36,072	40,409	42,260	47,126	52,859
Associate professor	20,027	21,967	24,070	26,045	29,049	30,486	33,739	37,918
Assistant professor	16,349	17,837	19,526	21,155	23,757	24,987	27,845	31,388
Instructor	13,125	14,390	15,664	16,985	18,726	19,483	21,645	24,285
Lecturer	14,211	16,290	18,188	20,656	22,018	23,574	25,793	30,010
No academic rank	15,535	16,654	17,721	19,297	21,083	23,394	26,190	28,682
Sex								
Men	21,553	23,726	26,174	28,521	32,278	33,900	37,817	42,647
Women	16,787	18,414	20,123	21,924	24,560	25,889	28,946	33,002
				Private 2-year				
All institutions	13,250	15,112	15,950	16,623	18,510	19,436	21,867	24,601
Academic rank								
Professor	16,554	18,807	21,404	21,106	23,580	24,519	26,796	30,469
Associate professor	16,182	18,047	20,112	20,146	2/	22,291	24,288	26,366
Assistant professor	13,585	14,710	16,271	17,392	18,440	19,297	21,481	24,788
Instructor	10,987	12,163	13,606	13,967	15,685	16,419	18,613	22,334
Lecturer	2/	2/	2/	2/	2/	2/	2/	2/
No academic rank	12,709	15,082	14,887	15,941	18,186	18,783	21,169	23,451
Sex								
Men	13,938	16,231	16,978	17,440	19,460	20,412	22,641	25,218
Women	12,541	13,828	14,882	15,797	17,575	18,504	21,215	24,000

1/Data revised from previously published data.

2/The number of faculty reported in this category was too small to compute an average salary.

NOTE: The data for the 1983-84 academic year were not edited; thus, they could not be analyzed. Data were not collected in the 1986-87 or 1988-89 academic years.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-time Instructional Faculty" 1987-88 and 1989-90 surveys and the HEGIS "Salaries, Tenure, and Fringe Benefits of Full-time Instructional Faculty" surveys 1979-1985.

Table 5.--Average salaries in constant 1989-90 dollars of full-time instructional faculty on 9- and 10-month contracts in institutions of higher education, by academic rank, sex, and type and control of institutions: 50 states and the District of Columbia, 1979-80 through 1989-90

Academic Rank	1979-80	1980-81	1981-82	1982-83	1984-85	1985-86	1987-88	1989-90
				Public 4-year				
All institutions	$36,612	$35,757	$35,904	$36,642	$38,149	$39,717	$41,473	$42,355
Academic rank								
Professor	47,554	46,113	45,974	46,491	48,251	50,232	52,517	53,861
Associate professor	36,208	35,039	35,040	35,602	36,745	38,093	39,754	40,637
Assistant professor	29,401	28,502	28,600	29,229	30,370	31,626	32,920	33,741
Instructor	23,446	22,672	22,601	22,997	23,628	24,384	24,810	24,820
Lecturer	27,261	26,071	25,794	26,066	27,036	27,847	28,559	28,630
No academic rank	27,076	28,440	28,438	27,624	28,094	29,341	29,806	30,975
Sex								
Men	38,269	37,412	37,610	38,403	40,046	41,762	43,728	44,041
Women	31,059	30,225	32,334	30,907	32,202	33,470	34,875	35,704
				Public 2-year				
All institutions	33,422	32,572	32,697	33,143	33,465	34,532	35,301	34,404
Academic rank								
Professor	41,695	39,619	39,735	40,340	40,600	42,500	43,230	44,496
Associate professor	35,130	33,705	33,713	34,149	34,753	35,865	37,156	37,041
Assistant professor	29,546	28,430	28,372	28,879	29,392	30,531	31,261	31,685
Instructor	24,084	23,406	23,232	23,969	24,829	26,629	27,028	26,593
Lecturer	25,630	24,752	24,982	26,210	26,796	27,425	28,087	29,156
No academic rank	34,333	33,554	33,695	33,908	33,919	34,674	35,234	33,352
Sex								
Men	34,570	33,719	33,895	34,376	34,698	35,895	36,690	35,888
Women	31,303	30,510	30,580	30,994	31,433	32,318	33,130	32,346
				Private 4-year				
All institutions	33,335	32,907	33,314	34,803	36,327	37,031	38,749	39,860
Academic rank								
Professor	45,082	44,232	44,880	46,677	48,531	49,317	51,636	52,859
Associate professor	32,764	32,204	32,470	33,702	34,888	35,577	36,977	37,918
Assistant professor	26,747	26,149	26,341	27,375	28,532	29,160	30,518	31,388
Instructor	21,473	21,096	21,131	21,979	22,490	22,737	23,723	24,285
Lecturer	23,249	23,881	24,536	26,729	26,444	27,511	28,269	30,010
No academic rank	25,415	24,415	23,906	24,970	25,321	27,301	28,705	28,682
Sex								
Men	35,261	34,782	35,309	36,906	38,766	39,561	41,447	42,647
Women	27,464	26,995	27,146	28,370	29,497	30,212	31,724	33,002
				Private 2-year				
All institutions	21,677	22,154	21,517	21,510	22,231	22,682	23,966	24,601
Academic rank								
Professor	27,082	27,571	28,874	27,311	28,320	28,614	29,368	30,469
Associate professor	26,474	26,457	27,131	26,069	2/	26,014	26,620	26,366
Assistant professor	22,225	21,565	21,950	22,505	22,146	22,520	23,543	24,788
Instructor	17,975	17,831	18,354	18,073	18,838	19,161	20,400	22,334
Lecturer	2/	2/	2/	2/	2/	2/	2/	2/
No academic rank	20,792	22,110	20,083	20,628	21,841	21,920	23,201	23,451
Sex								
Men	22,803	23,795	22,903	22,567	23,371	23,821	24,814	25,218
Women	20,517	20,272	20,076	20,441	21,108	21,594	23,251	24,000

1/Data revised from previously published data.

2/The number of faculty reported in this category was too small to compute an average salary.

NOTE: The data for the 1983-84 academic year were not edited; thus, they could not be analyzed. Data were not collected in the 1986-87 or 1988-89 academic years.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-time Instructional Faculty" 1987-88 and 1989-90 surveys and the HEGIS "Salaries, Tenure, and Fringe Benefits of Full-time Instructional Faculty" surveys 1979-1985.

Table 6.--Consumer Price Index (CPI) factors: 1979-80 through 1989-90

Fiscal year	CPI factor*
	(1989-90=1.000)
1989-90	1.000
1987-88	1.096
1986-87	1.142
1985-86	1.167
1984-85	1.201
1983-84	1.248
1982-83	1.294
1981-82	1.349
1980-81	1.466
1979-80	1.636

*The factors used to convert current dollars to constant 1989-90 dollars.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, Consumer Price Index for July 1-June 30.

Table 7.--Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in higher education institutions, by academic rank and state: Academic year 1989-90

State	All ranks	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	No academic rank
50 states and D.C.	$39,965	$52,809	$39,381	$32,694	$25,001	$26,973	$32,794
Alabama	33,308	45,023	35,001	29,873	23,090	25,062	30,239
Alaska	44,789	56,110	47,403	37,914	35,634	---	37,303
Arizona	40,903	54,251	40,403	34,254	23,669	27,149	37,277
Arkansas	31,588	41,507	33,584	28,780	22,648	17,311	25,231
California	46,476	60,012	43,057	36,307	31,022	35,591	34,836
Colorado	38,450	48,684	38,106	32,966	25,218	24,756	27,574
Connecticut	47,230	59,763	43,710	35,581	29,167	32,017	5,581
Delaware	40,682	55,759	41,754	33,440	25,236	22,407	35,401
District of Columbia	44,708	59,340	42,116	34,203	27,927	28,919	23,843
Florida	38,027	49,788	37,303	32,296	26,904	29,824	33,634
Georgia	36,261	48,363	36,749	30,755	23,211	26,874	32,881
Hawaii	39,917	53,797	40,127	33,912	27,568	---	35,344
Idaho	32,118	39,511	33,472	30,133	26,108	---	25,951
Illinois	40,546	53,397	39,153	33,372	23,942	24,735	37,561
Indiana	37,442	50,175	37,808	31,341	21,426	25,399	24,503
Iowa	38,028	50,445	38,970	31,968	24,623	27,583	29,301
Kansas	34,629	46,048	35,617	29,254	22,523	23,742	28,836
Kentucky	32,714	41,716	32,740	27,949	22,151	21,790	20,753
Louisiana	33,275	43,808	34,777	29,259	22,081	19,084	25,759
Maine	36,794	49,151	37,561	31,105	24,443	31,232	28,564
Maryland	41,806	54,274	41,541	34,404	26,692	27,642	32,119
Massachusetts	46,113	58,134	43,144	35,570	27,706	38,771	27,126
Michigan	41,270	52,580	40,245	33,969	25,266	27,462	38,908
Minnesota	39,376	50,572	38,207	31,503	25,243	26,585	37,573
Mississippi	30,595	42,550	34,072	29,365	22,170	20,758	26,840
Missouri	35,621	46,489	35,876	30,623	24,046	20,109	27,890
Montana	29,780	36,520	30,320	26,195	21,256	25,817	25,255
Nebraska	34,745	46,623	35,519	30,654	23,628	16,835	24,477
Nevada	39,414	53,751	42,516	35,354	26,270	29,009	33,282
New Hampshire	38,783	48,543	36,878	31,388	25,432	25,229	19,215
New Jersey	45,136	58,869	43,867	35,379	26,662	31,861	37,719
New Mexico	34,661	45,441	35,155	30,942	24,765	25,876	27,675
New York	44,557	57,476	43,071	34,596	27,350	33,463	30,714
North Carolina	37,207	50,006	38,766	31,842	24,053	25,950	27,008
North Dakota	30,907	39,982	33,303	28,742	23,879	22,546	25,759
Ohio	40,141	52,460	40,366	32,707	25,315	22,442	30,153
Oklahoma	34,508	45,360	37,007	31,501	25,604	24,642	29,156
Oregon	34,342	43,279	34,239	28,893	22,980	20,485	32,643
Pennsylvania	41,177	53,723	40,260	33,406	25,377	24,678	25,465
Rhode Island	43,972	53,796	41,152	33,936	28,801	30,958	38,608
South Carolina	34,017	46,879	36,431	30,182	23,030	27,809	25,500
South Dakota	29,437	37,844	31,208	26,870	21,697	18,956	21,472
Tennessee	36,126	47,241	35,347	30,039	22,999	26,210	22,011
Texas	37,615	51,046	38,264	32,348	25,055	24,810	32,162
Utah	38,319	47,185	35,401	31,095	23,367	21,144	27,430
Vermont	36,018	49,275	36,644	29,973	25,915	28,909	26,109
Virginia	40,984	53,476	40,835	33,357	26,337	29,700	25,117
Washington	36,675	48,134	36,348	32,121	23,730	27,833	31,600
West Virginia	29,758	37,338	30,594	25,302	19,842	19,500	---
Wisconsin	38,463	48,960	37,073	32,349	25,474	26,737	35,802
Wyoming	34,438	46,910	35,609	31,859	23,604	21,374	29,241

---Data not applicable.

SOURCE: U.S. Department of Education, National Center for Education Statistics IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1989-90" survey.

Table 8.--Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in public higher education institutions, by academic rank and state: Academic year 1989-90

State	All ranks	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	No academic rank
50 states and D.C.	$40,161	$52,863	$40,169	$33,480	$25,364	$28,659	$33,289
Alabama	34,148	47,027	36,091	30,926	23,669	25,410	30,639
Alaska	45,280	55,881	48,238	38,427	35,704	---	37,303
Arizona	41,386	55,542	40,796	34,726	23,890	27,149	37,413
Arkansas	32,194	43,671	34,665	29,527	22,756	17,311	25,269
California	47,194	60,859	45,061	37,735	33,630	35,913	34,928
Colorado	38,216	48,500	38,212	33,051	24,374	22,877	27,574
Connecticut	47,700	57,673	45,159	36,956	29,552	33,114	---
Delaware	41,248	57,503	41,689	33,874	25,075	22,876	35,401
District of Columbia	42,195	52,056	41,242	33,497	28,351	---	---
Florida	38,557	50,292	37,958	33,453	27,818	32,720	34,011
Georgia	36,912	48,786	37,272	31,656	23,764	41,506	39,031
Hawaii	40,847	54,869	41,495	35,896	28,074	---	35,362
Idaho	33,784	39,633	33,472	30,133	26,108	---	28,418
Illinois	40,065	52,051	39,392	33,772	22,061	24,629	38,104
Indiana	37,358	51,269	38,746	31,732	20,813	25,535	23,422
Iowa	41,229	57,190	43,146	35,709	25,399	---	29,410
Kansas	36,467	48,475	37,483	31,263	23,675	24,008	29,493
Kentucky	34,018	43,202	33,576	28,950	22,996	21,690	38,004
Louisiana	32,114	42,026	33,560	28,941	22,020	19,383	25,759
Maine	36,780	48,227	37,931	32,018	23,627	30,778	28,683
Maryland	41,987	53,368	42,248	35,002	26,821	27,671	21,248
Massachusetts	43,952	50,359	42,974	34,802	27,898	33,903	29,999
Michigan	42,820	54,511	41,907	35,813	26,905	27,385	39,566
Minnesota	41,204	52,377	39,937	33,034	25,219	---	38,179
Mississippi	30,747	43,315	34,967	30,307	22,292	20,758	26,972
Missouri	36,274	46,509	37,567	32,043	24,950	19,523	28,509
Montana	30,671	36,929	30,785	26,839	21,442	25,817	26,029
Nebraska	35,827	48,223	37,045	32,362	24,530	15,043	24,477
Nevada	39,483	53,751	42,516	35,354	26,270	28,884	33,411
New Hampshire	37,116	42,775	36,855	31,001	26,294	25,229	---
New Jersey	44,524	57,621	44,705	35,731	27,069	32,233	42,301
New Mexico	34,913	45,694	35,347	31,158	24,765	25,876	26,554
New York	46,766	58,667	45,845	36,635	28,224	35,428	---
North Carolina	38,753	53,141	40,414	34,307	28,646	26,148	27,325
North Dakota	31,696	40,453	33,859	29,138	24,385	22,546	27,608
Ohio	42,323	55,986	42,427	34,567	26,513	22,819	30,777
Oklahoma	34,234	44,446	37,138	32,119	26,366	23,326	29,578
Oregon	34,362	43,306	34,955	29,474	23,296	19,671	32,809
Pennsylvania	41,891	53,286	41,678	34,405	26,130	23,036	27,027
Rhode Island	42,442	49,188	40,394	33,773	31,261	---	---
South Carolina	35,312	49,652	37,745	31,774	23,945	28,610	25,550
South Dakota	31,351	38,805	32,356	27,618	22,104	20,435	22,909
Tennessee	37,160	47,376	36,466	31,401	23,682	33,070	24,564
Texas	37,449	51,660	38,615	32,837	25,623	24,469	32,230
Utah	34,182	44,710	33,454	29,424	23,398	21,144	27,296
Vermont	38,796	51,536	38,411	30,386	24,412	28,223	30,933
Virginia	43,328	56,744	42,737	35,376	27,402	31,795	27,789
Washington	37,024	49,751	37,338	33,390	23,152	28,146	31,647
West Virginia	30,426	38,411	31,295	25,562	19,215	19,428	---
Wisconsin	38,973	49,616	37,305	33,015	27,408	26,863	35,891
Wyoming	34,438	46,910	35,609	31,859	23,604	21,374	29,241

---Data not applicable.

SOURCE: U.S. Department of Education, National Center for Education Statistics IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1989-90" survey.

23 BEST COPY AVAILABLE

Table 9.--Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in private higher education institutions, by academic rank and state: Academic year 1989-90

State	All ranks	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	No academic rank
50 States and D.C.	$39,505	$52,694	$37,814	$31,296	$24,184	$30,003	$26,989
Alabama	29,305	37,992	30,253	26,373	20,551	19,500	22,870
Alaska	37,976	61,739	36,891	32,415	35,070	---	---
Arizona	32,987	38,931	35,403	29,376	23,188	---	18,201
Arkansas	28,044	33,090	27,935	24,723	21,797	---	23,770
California	43,846	56,680	39,642	33,822	27,970	32,658	32,494
Colorado	40,380	50,103	37,456	32,422	32,239	26,857	---
Connecticut	46,667	62,465	41,705	34,288	28,568	31,285	5,581
Delaware	36,537	41,549	42,118	30,692	26,176	19,475	---
District of Columbia	45,186	60,791	42,281	34,351	27,858	28,919	23,843
Florida	36,103	48,158	35,447	29,569	22,601	25,744	26,314
Georgia	34,317	47,249	34,920	27,725	21,478	24,492	26,661
Hawaii	25,466	31,667	26,916	22,739	19,978	---	25,364
Idaho	25,042	29,640	---	---	---	---	24,962
Illinois	41,466	55,187	38,871	32,922	25,844	26,079	29,381
Indiana	37,635	47,960	36,131	30,476	23,621	24,909	35,585
Iowa	32,406	40,186	32,250	27,610	23,013	27,583	25,956
Kansas	23,871	29,315	24,959	22,206	19,393	19,745	19,285
Kentucky	28,008	35,875	29,057	24,474	19,984	24,186	20,361
Louisiana	38,664	50,881	38,957	30,907	22,675	17,735	---
Maine	36,828	51,078	36,578	29,588	25,284	32,822	26,982
Maryland	41,077	58,002	37,741	31,980	25,757	27,452	33,154
Massachusetts	47,384	64,295	43,242	35,900	27,580	40,079	26,677
Michigan	33,502	43,697	32,993	27,444	22,401	31,669	28,965
Minnesota	34,952	45,776	35,074	29,413	25,279	26,585	20,014
Mississippi	29,434	38,507	31,497	24,375	21,369	---	14,992
Missouri	34,337	46,451	32,848	28,223	22,201	21,344	23,950
Montana	25,140	31,400	27,146	22,829	19,745	---	24,048
Nebraska	31,236	40,667	32,008	26,727	21,032	25,793	---
Nevada	29,110	---	---	---	---	32,500	28,545
New Hampshire	41,045	56,700	36,920	31,782	24,820	---	19,215
New Jersey	46,510	60,843	41,340	34,460	25,358	31,540	21,938
New Mexico	29,226	30,191	27,162	23,864	---	---	31,141
New York	42,473	56,268	40,411	32,987	26,501	27,464	30,714
North Carolina	34,051	44,020	35,808	28,222	22,363	23,051	24,507
North Dakota	23,832	32,107	28,226	24,636	20,451	---	17,562
Ohio	34,793	44,595	34,646	28,684	23,031	19,474	25,027
Oklahoma	35,598	48,041	36,674	29,040	21,169	27,191	22,110
Oregon	34,257	43,213	32,556	27,578	20,906	21,809	19,971
Pennsylvania	40,364	54,233	38,532	32,419	24,319	26,509	23,935
Rhode Island	45,566	59,759	41,922	34,145	27,427	30,958	38,608
South Carolina	29,041	37,579	30,687	25,412	20,314	19,933	25,158
South Dakota	24,917	33,465	27,225	24,804	20,487	16,000	21,037
Tennessee	33,857	46,917	32,570	27,563	21,057	22,517	21,823
Texas	38,339	49,306	37,043	30,775	22,358	26,330	22,746
Utah	43,647	48,869	37,494	34,917	20,750	---	33,596
Vermont	33,397	46,336	34,501	29,602	26,340	33,414	25,311
Virginia	33,743	43,604	33,771	28,004	22,946	21,433	23,589
Washington	35,120	42,481	34,336	30,028	24,788	20,495	19,955
West Virginia	26,303	31,275	26,563	23,975	21,603	23,268	---
Wisconsin	36,133	45,935	36,472	30,660	22,738	23,012	26,579
Wyoming	---	---	---	---	---	---	---

---Data not applicable.

SOURCE: U.S. Department of Education, National Center for Education Statistics IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1989-90" survey.

Table 10.--Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in 4-year higher education institutions, by academic rank and state: Academic year 1989-90

State	All ranks	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	No academic rank
50 states and D.C.	$41,441	$53,515	$39,647	$32,827	$24,618	$28,964	$29,401
Alabama	34,219	45,120	35,057	29,891	23,102	25,183	18,903
Alaska	44,789	56,110	47,403	37,914	35,634	---	37,303
Arizona	42,575	54,251	40,403	34,254	23,669	27,149	18,201
Arkansas	32,504	41,538	33,713	28,934	22,709	17,311	19,840
California	50,305	60,167	43,037	36,221	28,880	35,628	33,559
Colorado	40,954	49,085	38,461	33,226	25,754	24,756	28,155
Connecticut	48,338	61,594	44,017	35,695	29,354	32,216	5,581
Delaware	41,328	55,758	41,754	33,440	25,236	22,407	---
District of Columbia	44,708	59,340	42,116	34,203	27,927	28,919	23,843
Florida	39,983	51,202	37,526	32,540	24,527	30,321	26,925
Georgia	37,326	49,121	37,333	31,168	22,977	26,874	32,084
Hawaii	41,957	53,797	40,127	33,912	27,568	---	35,550
Idaho	33,963	39,997	33,613	30,430	26,321	---	26,752
Illinois	41,428	53,407	39,182	33,412	23,948	24,735	29,847
Indiana	38,912	50,806	38,047	31,570	21,327	25,399	36,937
Iowa	39,946	51,276	39,465	32,208	23,764	27,583	25,956
Kansas	36,485	46,340	35,739	29,295	22,479	23,742	17,728
Kentucky	33,879	42,355	33,760	28,546	22,194	21,790	22,939
Louisiana	33,732	44,053	35,096	29,458	22,061	19,084	21,200
Maine	37,897	49,151	37,561	31,105	24,443	31,232	26,569
Maryland	42,995	57,968	42,690	35,355	26,797	28,218	32,119
Massachusetts	47,817	61,240	44,062	36,314	28,194	38,771	29,320
Michigan	41,872	52,797	40,263	33,931	24,901	27,446	29,122
Minnesota	39,859	50,741	38,291	31,594	25,360	26,585	16,094
Mississippi	33,019	42,648	34,133	29,403	22,211	20,758	---
Missouri	36,066	46,653	35,649	30,598	23,898	20,109	24,252
Montana	30,677	36,529	30,320	26,195	21,256	25,817	---
Nebraska	36,330	46,736	35,600	30,729	23,724	16,835	17,417
Nevada	41,022	53,751	42,516	35,354	26,270	28,884	27,454
New Hampshire	40,220	52,825	38,253	31,566	25,679	25,229	22,104
New Jersey	46,651	60,366	44,328	35,579	26,456	32,313	42,891
New Mexico	36,655	45,802	35,566	31,402	22,827	26,888	30,485
New York	45,240	58,872	43,343	34,630	27,623	33,229	30,838
North Carolina	38,468	50,332	38,964	31,967	24,314	25,963	29,785
North Dakota	31,929	39,982	33,476	28,785	23,749	22,546	17,056
Ohio	41,358	53,220	40,674	32,849	24,953	25,247	24,084
Oklahoma	35,789	45,398	37,127	31,615	25,744	24,642	21,636
Oregon	35,129	43,309	34,211	28,811	22,512	20,485	20,430
Pennsylvania	41,893	55,097	40,748	33,527	25,520	24,797	25,954
Rhode Island	45,123	56,386	41,778	34,879	29,588	30,958	38,608
South Carolina	36,353	47,084	36,625	30,294	22,311	27,809	25,806
South Dakota	29,444	37,844	31,208	26,870	21,697	18,956	21,475
Tennessee	37,373	47,879	36,334	30,352	22,737	26,210	22,255
Texas	39,765	52,103	38,605	32,472	24,097	24,836	32,575
Utah	40,074	47,666	35,806	31,638	23,225	21,144	---
Vermont	37,336	50,395	37,095	30,532	26,234	28,909	30,302
Virginia	42,551	55,064	41,924	33,782	25,828	29,700	28,914
Washington	39,424	48,134	36,348	32,121	23,730	27,833	33,837
West Virginia	30,243	37,791	30,939	25,548	20,205	20,035	---
Wisconsin	39,701	49,150	37,356	32,603	25,429	26,737	26,579
Wyoming	39,468	47,944	36,943	33,733	26,093	21,374	---

---Data not applicable.

SOURCE: U.S. Department of Education, National Center for Education Statistics IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1989-90" survey.

Table 11.--Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in 2-year higher education institutions, by academic rank and state: Academic year 1989-90

State	All ranks	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	No academic rank
50 states and D.C.	$34,062	$44,050	$36,680	$31,281	$26,296	$29,156	$33,079
Alabama	30,248	29,554	23,666	22,817	20,850	19,000	30,334
Alaska	---	---	---	---	---	---	---
Arizona	37,413	---	---	---	---	---	37,413
Arkansas	25,442	31,347	25,992	25,669	20,578	---	25,535
California	35,442	49,754	43,938	40,665	35,781	32,500	34,693
Colorado	27,701	34,095	28,608	26,465	22,615	---	27,546
Connecticut	40,576	48,200	41,195	34,924	28,920	28,400	---
Delaware	35,401	---	---	---	---	---	35,401
District of Columbia	---	---	---	---	---	---	---
Florida	34,033	41,059	35,940	30,894	28,915	19,795	33,959
Georgia	29,944	35,713	32,814	28,071	23,807	---	33,010
Hawaii	35,317	---	---	---	---	---	35,317
Idaho	26,323	[illegible]	29,600	26,151	24,855	---	25,678
Illinois	37,916	48,350	24,493	21,617	19,300	---	37,991
Indiana	25,477	35,284	30,152	26,066	22,079	---	23,508
Iowa	28,973	33,303	28,275	26,594	26,642	---	29,410
Kansas	28,978	31,598	29,501	27,561	23,664	---	28,989
Kentucky	26,265	34,782	27,896	23,413	22,085	---	15,372
Louisiana	26,641	33,908	29,534	25,818	22,246	---	26,174
Maine	28,659	---	---	---	---	---	28,659
Maryland	38,528	46,480	38,407	31,280	26,473	22,162	---
Massachusetts	34,394	40,406	32,934	28,921	26,644	---	24,704
Michigan	39,375	45,020	39,887	34,875	28,399	32,812	39,534
Minnesota	37,461	41,522	35,334	29,349	23,599	---	38,172
Mississippi	26,782	21,631	20,819	19,479	18,510	---	26,840
Missouri	33,022	44,816	38,235	31,169	26,571	---	28,539
Montana	25,255	---	---	---	---	---	25,255
Nebraska	24,404	19,847	22,909	19,073	17,500	---	24,603
Nevada	33,409	---	---	---	---	32,500	33,413
New Hampshire	28,407	30,896	26,552	25,503	21,674	---	16,851
New Jersey	39,293	49,573	42,298	34,619	26,842	21,692	28,114
New Mexico	27,328	36,334	30,996	27,783	25,733	23,890	26,678
New York	41,292	51,003	41,540	34,419	26,851	34,786	19,201
North Carolina	25,084	30,637	24,843	23,479	20,078	19,000	25,009
North Dakota	26,910	---	31,607	28,125	24,241	---	26,511
Ohio	33,087	41,594	37,504	31,689	26,551	20,721	30,814
Oklahoma	29,210	32,783	27,271	25,451	22,053	---	29,460
Oregon	32,887	41,385	35,539	32,234	27,715	---	32,827
Pennsylvania	35,005	40,943	36,552	31,922	24,655	22,355	25,325
Rhode Island	36,018	41,140	33,601	28,020	22,050	---	---
South Carolina	25,890	34,719	31,610	26,279	25,124	---	25,498
South Dakota	21,000	---	---	---	---	---	21,000
Tennessee	28,698	35,281	31,115	27,992	23,567	---	21,139
Texas	32,427	39,095	35,388	31,226	26,805	18,563	32,160
Utah	27,185	31,464	28,727	25,087	23,601	---	27,430
Vermont	25,491	35,417	29,705	26,325	23,516	---	16,812
Virginia	34,209	41,156	36,308	31,817	27,381	---	23,218
Washington	31,435	---	---	---	---	---	31,435
West Virginia	24,127	30,520	26,701	21,227	17,872	17,855	---
Wisconsin	35,501	40,629	33,949	28,127	26,036	---	35,891
Wyoming	28,961	35,323	32,257	26,677	23,388	---	29,241

---Data not applicable.

SOURCE: U.S. Department of Education, National Center for Education Statistics IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1989-90" survey.

Table 12.--Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in 4-year public higher education institutions, by academic rank and state: Academic year 1989-90

State	All ranks	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	No academic rank
50 states and D.C.	$42,355	$53,861	$40,637	$33,741	$24,820	$28,630	$30,975
Alabama	35,386	47,027	36,091	30,926	23,669	25,410	24,000
Alaska	45,280	55,881	48,238	38,427	35,704	---	37,303
Arizona	43,465	55,542	40,796	34,726	23,890	27,149	---
Arkansas	33,369	43,718	34,841	29,756	22,829	17,311	19,682
California	52,765	61,044	45,070	37,618	30,550	35,913	39,929
Colorado	41,043	48,949	38,631	33,358	24,790	22,877	28,155
Connecticut	49,930	60,682	46,073	37,539	29,453	33,821	---
Delaware	42,074	57,503	41,689	33,874	25,075	22,876	---
District of Columbia	42,195	52,056	41,242	33,497	28,351	---	---
Florida	41,741	52,351	38,432	34,139	25,718	33,853	25,344
Georgia	38,118	49,562	38,004	32,229	23,487	41,506	---
Hawaii	43,535	54,869	41,495	35,896	28,074	---	35,709
Idaho	34,430	40,134	33,613	30,430	26,321	---	26,874
Illinois	41,181	52,051	39,392	33,772	22,061	24,629	22,543
Indiana	39,556	52,304	39,172	32,096	20,558	25,535	---
Iowa	45,619	58,884	44,115	36,237	24,385	---	---
Kansas	39,129	48,867	37,670	31,379	23,676	24,008	24,805
Kentucky	35,739	44,161	35,084	29,886	23,836	21,690	38,004
Louisiana	32,579	42,279	33,882	29,159	21,989	19,383	21,200
Maine	38,389	48,227	37,931	32,018	23,627	30,778	---
Maryland	43,686	57,954	44,015	36,516	26,995	28,346	21,248
Massachusetts	47,079	54,973	45,416	36,340	28,535	33,903	---
Michigan	44,081	54,845	42,036	35,864	26,611	27,368	22,944
Minnesota	42,342	52,520	39,990	33,074	25,173	---	16,787
Mississippi	33,602	43,315	34,967	30,307	22,292	20,758	---
Missouri	37,006	46,680	37,353	32,020	24,745	19,523	23,357
Montana	31,305	36,929	30,785	26,839	21,442	25,817	---
Nebraska	38,069	48,223	37,045	32,362	24,530	15,043	17,417
Nevada	41,104	53,751	42,516	35,354	26,270	28,884	---
New Hampshire	39,166	48,714	39,098	31,341	27,097	25,229	---
New Jersey	46,741	59,977	45,747	36,182	27,594	33,301	53,984
New Mexico	37,099	46,071	35,789	31,666	22,827	26,888	21,313
New York	49,452	62,657	47,591	37,646	29,964	35,560	---
North Carolina	40,473	53,141	40,414	34,307	28,646	26,148	31,024
North Dakota	32,768	40,453	34,117	29,216	24,447	22,546	---
Ohio	44,721	57,491	43,171	35,190	26,492	27,678	---
Oklahoma	35,665	44,493	37,261	32,171	26,320	23,326	---
Oregon	35,504	43,350	34,938	29,375	22,785	19,671	23,487
Pennsylvania	42,983	55,590	42,609	34,601	26,171	23,105	28,084
Rhode Island	44,559	52,656	41,612	35,641	35,054	---	---
South Carolina	38,343	49,845	38,005	31,885	23,099	28,610	---
South Dakota	31,351	38,805	32,356	27,618	22,104	20,435	22,909
Tennessee	39,158	48,081	38,281	32,184	23,656	33,070	---
Texas	40,233	53,211	39,125	33,078	24,737	24,500	35,132
Utah	36,404	45,758	34,041	30,010	23,271	21,144	---
Vermont	39,891	52,341	38,943	31,525	25,053	28,223	30,933
Virginia	46,232	59,535	44,788	36,851	27,391	31,795	30,228
Washington	41,097	49,751	37,338	33,390	23,152	28,146	34,694
West Virginia	30,975	38,832	31,758	25,863	19,677	19,952	---
Wisconsin	40,920	49,867	37,742	33,436	27,606	26,863	---
Wyoming	39,468	47,944	36,943	33,733	26,093	21,374	---

---Data not applicable.

SOURCE: U.S. Department of Education, National Center for Education Statistics IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1989-90" survey.

27 BEST COPY AVAILABLE

Table 13.–Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in 2-year public higher education institutions, by academic rank and state: Academic year 1989-90

State	All ranks	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	No academic rank
50 states and D.C.	$34,404	$44,496	$37,041	$31,685	$26,593	$29,156	$33,352
Alabama	30,644	---	---	---	---	---	30,644
Alaska	---	---	---	---	---	---	---
Arizona	37,413	---	---	---	---	---	37,413
Arkansas	25,471	31,347	25,992	25,669	20,578	---	25,572
California	35,482	50,421	44,762	43,286	38,959	---	34,896
Colorado	27,701	34,095	28,608	26,465	22,615	---	27,546
Connecticut	41,081	48,234	41,195	35,428	29,608	28,400	---
Delaware	35,401	---	---	---	---	---	35,401
District of Columbia	---	---	---	---	---	---	---
Florida	34,100	41,059	35,940	30,894	28,915	19,795	34,079
Georgia	30,925	37,598	33,327	28,655	24,297	---	39,031
Hawaii	35,317	---	---	---	---	---	35,317
Idaho	29,090	32,656	29,600	26,151	24,855	---	29,094
Illinois	38,201	---	---	---	---	---	38,201
Indiana	25,442	35,284	30,152	26,066	22,079	---	23,422
Iowa	29,047	33,603	28,325	27,364	26,692	---	29,410
Kansas	29,453	31,598	29,501	27,561	23,664	---	29,502
Kentucky	26,596	34,959	27,956	23,481	22,240	---	---
Louisiana	26,641	33,908	29,534	25,818	22,246	---	26,174
Maine	28,683	---	---	---	---	---	28,683
Maryland	38,560	46,480	38,452	31,298	26,517	22,162	---
Massachusetts	36,110	40,716	33,206	30,020	27,525	---	29,999
Michigan	39,648	45,020	39,887	34,875	28,399	32,812	39,851
Minnesota	38,119	44,925	38,350	32,148	25,852	---	38,334
Mississippi	26,972	---	---	---	---	---	26,972
Missouri	33,514	45,399	39,012	32,380	27,696	---	28,797
Montana	26,029	---	---	---	---	---	26,029
Nebraska	24,603	---	---	---	---	---	24,603
Nevada	33,411	---	---	---	---	---	33,411
New Hampshire	28,982	30,896	26,552	25,503	21,674	---	---
New Jersey	39,293	49,573	42,298	34,619	26,842	21,692	28,114
New Mexico	27,328	36,334	30,996	27,783	25,733	23,890	26,678
New York	41,741	51,225	41,828	34,808	27,377	34,894	---
North Carolina	24,915	---	---	---	---	---	24,915
North Dakota	27,642	---	31,607	28,125	24,241	---	27,608
Ohio	33,091	41,594	37,532	31,703	26,551	20,721	30,777
Oklahoma	29,554	32,783	28,444	28,565	28,694	---	29,578
Oregon	32,887	41,385	35,539	32,234	27,715	---	32,827
Pennsylvania	36,545	41,713	37,758	33,116	25,969	22,355	26,755
Rhode Island	36,018	41,140	33,601	28,020	22,050	---	---
South Carolina	26,117	37,884	32,174	28,046	25,769	---	25,550
South Dakota	---	---	---	---	---	---	---
Tennessee	29,094	36,945	31,296	28,233	23,719	---	24,564
Texas	32,469	39,095	35,388	31,226	26,805	18,563	32,218
Utah	27,109	31,464	28,727	25,087	23,601	---	27,296
Vermont	28,138	35,926	30,106	25,946	20,247	---	---
Virginia	34,370	41,156	36,390	31,862	27,418	---	20,474
Washington	31,435	---	---	---	---	---	31,435
West Virginia	24,471	32,066	26,811	21,229	16,603	17,855	---
Wisconsin	35,501	40,629	33,949	28,127	26,036	---	35,891
Wyoming	28,961	35,323	32,257	26,677	23,388	---	29,241

---Data not applicable.

SOURCE: U.S. Department of Education, National Center for Education Statistics IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1989-90" survey.

Table 14.--Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in 4-year private higher education institutions, by academic rank and state: Academic year 1989-90

State	All ranks	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	No academic rank
50 states and D.C.	$39,860	$52,859	$37,918	$31,388	$24,285	$30,010	$28,682
Alabama	29,760	38,235	30,430	26,414	20,542	19,750	18,394
Alaska	37,976	61,739	36,891	32,415	35,070	---	---
Arizona	32,987	38,931	35,403	29,376	23,188	---	18,201
Arkansas	28,116	33,090	27,935	24,723	21,797	---	22,375
California	44,071	56,761	39,655	33,800	27,241	32,680	32,514
Colorado	40,380	50,103	37,456	32,422	32,239	26,857	---
Connecticut	46,894	62,490	41,705	34,405	29,293	31,285	5,581
Delaware	36,537	41,549	42,118	30,692	26,176	19,475	---
District of Columbia	45,186	60,791	42,281	34,351	27,858	28,919	23,843
Florida	36,225	48,158	35,447	29,569	22,601	25,744	27,226
Georgia	35,198	47,995	35,283	28,039	21,817	24,492	32,084
Hawaii	25,466	31,667	26,916	22,739	19,978	---	25,364
Idaho	26,893	29,640	---	---	---	---	26,688
Illinois	41,728	55,214	38,932	33,003	25,862	26,079	30,751
Indiana	37,668	47,960	36,131	30,476	23,621	24,909	36,937
Iowa	32,499	40,319	32,322	27,689	23,039	27,583	25,956
Kansas	24,238	29,315	24,959	22,206	19,393	19,745	16,639
Kentucky	28,287	35,955	29,122	24,522	20,085	24,186	22,453
Louisiana	38,664	50,881	38,957	30,907	22,675	17,735	---
Maine	36,923	51,078	36,578	29,588	25,284	32,822	26,569
Maryland	41,126	58,002	37,815	32,004	25,864	27,452	33,154
Massachusetts	48,138	64,637	43,429	36,306	28,101	40,079	29,320
Michigan	33,757	43,697	32,993	27,444	22,401	31,669	31,321
Minnesota	35,303	46,025	35,251	29,589	25,646	26,585	15,854
Mississippi	30,290	39,018	31,693	24,494	21,629	---	---
Missouri	34,573	46,610	32,953	28,311	22,248	21,344	24,639
Montana	25,871	31,400	27,146	22,829	19,745	---	---
Nebraska	31,514	41,089	32,204	26,895	21,258	25,793	---
Nevada	27,454	---	---	---	---	---	27,454
New Hampshire	41,379	56,700	36,920	31,782	24,820	---	22,104
New Jersey	46,510	60,843	41,340	34,460	25,358	31,540	21,938
New Mexico	29,226	30,191	27,162	23,864	---	---	31,141
New York	42,631	56,363	40,489	33,085	26,845	27,504	30,838
North Carolina	34,592	44,696	36,256	28,402	22,573	23,170	23,454
North Dakota	24,897	32,107	28,226	24,636	20,451	---	17,056
Ohio	34,799	44,595	34,654	28,687	23,031	19,474	24,084
Oklahoma	36,182	48,041	36,790	29,354	21,897	27,191	21,636
Oregon	34,257	43,213	32,556	27,578	20,906	21,809	19,971
Pennsylvania	40,832	54,609	38,869	32,588	24,702	26,509	24,179
Rhode Island	45,566	59,759	41,922	34,145	27,427	30,958	38,608
South Carolina	29,755	37,806	30,786	25,547	20,587	19,933	25,806
South Dakota	24,928	33,465	27,225	24,804	20,487	16,000	21,037
Tennessee	34,157	47,416	32,709	27,645	21,112	22,517	22,255
Texas	38,444	49,306	37,043	30,775	22,358	26,330	23,878
Utah	43,684	48,869	37,494	34,917	20,750	---	---
Vermont	34,828	47,698	34,848	29,769	26,561	33,414	30,138
Virginia	33,861	43,604	33,828	28,021	22,953	21,433	23,000
Washington	35,120	42,481	34,336	30,028	24,788	20,495	19,955
West Virginia	26,583	31,905	26,622	24,023	21,731	23,268	---
Wisconsin	36,133	45,935	36,472	30,660	22,738	23,012	26,579
Wyoming	---	---	---	---	---	---	---

---Data not applicable.

SOURCE: U.S. Department of Education, National Center for Education Statistics IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1989-90" survey.

Table 15.–Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in 2-year private higher education institutions, by academic rank and state: Academic year 1989-90

State	All ranks	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	No academic rank
50 states and D.C.	$24,601	$30,469	$26,366	$24,788	$22,334	*	$23,451
Alabama	23,961	29,554	23,666	22,817	20,850	*	23,642
Alaska	---	---	---	---	---	---	---
Arizona	---	---	---	---	---	---	---
Arkansas	23,969	---	---	---	---	---	23,969
California	33,148	40,753	37,820	35,073	30,218	*	31,857
Colorado	---	---	---	---	---	---	---
Connecticut	27,639	37,827	---	30,011	22,112	---	---
Delaware	---	---	---	---	---	---	---
District of Columbia	---	---	---	---	---	---	---
Florida	22,834	---	---	---	---	---	22,834
Georgia	23,326	26,392	24,392	20,579	18,208	---	24,543
Hawaii	---	---	---	---	---	---	---
Idaho	24,436	---	---	---	---	---	24,436
Illinois	24,667	28,350	24,493	21,617	19,300	---	25,172
Indiana	28,825	---	---	---	---	---	28,825
Iowa	26,936	31,200	27,978	24,285	18,387	---	---
Kansas	19,878	---	---	---	---	---	19,878
Kentucky	17,797	23,700	20,383	20,650	18,188	---	15,372
Louisiana	---	---	---	---	---	---	---
Maine	27,740	---	---	---	---	---	27,740
Maryland	20,076	---	16,602	23,627	20,000	---	---
Massachusetts	25,912	33,066	30,820	26,004	23,203	---	22,606
Michigan	23,095	---	---	---	---	---	23,095
Minnesota	25,670	31,652	26,788	24,828	19,912	---	26,375
Mississippi	17,156	21,631	20,819	19,479	18,510	---	14,992
Missouri	23,706	31,694	25,546	21,845	20,497	---	21,524
Montana	24,048	---	---	---	---	---	24,048
Nebraska	19,936	19,847	22,909	19,073	17,500	---	---
Nevada	33,250	---	---	---	---	*	34,000
New Hampshire	16,851	---	---	---	---	---	16,851
New Jersey	---	---	---	---	---	---	---
New Mexico	21,911	26,311	24,678	21,727	18,853	*	19,201
New York	25,709	30,637	24,843	23,479	20,078	*	26,160
North Carolina	17,948	---	---	---	---	---	17,948
North Dakota	32,177	---	25,483	24,408	---	---	33,985
Ohio	20,775	---	21,992	20,389	16,887	---	23,150
Oklahoma	---	---	---	---	---	---	---
Oregon	24,894	31,931	24,705	24,115	21,169	---	23,857
Pennsylvania	---	---	---	---	---	---	---
Rhode Island	---	---	---	---	---	---	---
South Carolina	24,209	25,225	23,333	19,968	16,875	---	25,123
South Dakota	21,000	---	---	---	---	---	21,000
Tennessee	21,337	22,914	22,737	21,433	19,986	---	19,582
Texas	22,529	---	---	---	---	---	22,529
Utah	33,596	---	---	---	---	---	33,596
Vermont	23,680	35,118	29,230	27,336	24,606	---	16,812
Virginia	24,068	---	26,100	24,418	22,250	---	23,652
Washington	---	---	---	---	---	---	---
West Virginia	21,295	21,905	20,628	21,178	20,988	---	---
Wisconsin	---	---	---	---	---	---	---
Wyoming	---	---	---	---	---	---	---

---Data not applicable.

*The number of faculty reported in this category was too small to compute an average salary.

SOURCE: U.S. Department of Education, National Center for Education Statistics IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1989-90" survey.

Table 16.--Average salaries of men full-time instructional faculty, on 9- and 10-month contracts, in higher education institutions, by academic rank and state: Academic year 1989-90

State	All ranks	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	No academic rank
50 states and D.C.	$42,629	$53,646	$40,128	$33,783	$25,891	$31,102	$34,070
Alabama	35,564	46,065	35,885	31,039	23,242	28,229	31,051
Alaska	45,979	56,036	47,788	38,110	35,908	---	40,885
Arizona	43,289	54,982	40,601	35,500	25,040	29,006	38,378
Arkansas	34,061	42,130	34,259	29,446	22,959	15,237	26,402
California	49,224	60,897	44,119	36,951	31,969	37,226	35,725
Colorado	40,612	49,338	38,548	33,506	25,673	29,904	28,672
Connecticut	50,080	60,909	44,546	38,429	29,925	33,989	4,085
Delaware	44,556	57,076	42,408	35,560	26,506	25,058	36,032
District of Columbia	47,773	60,561	42,837	34,854	28,979	29,016	24,606
Florida	40,193	50,926	37,975	33,333	27,491	31,374	34,528
Georgia	38,976	49,632	37,530	31,978	23,302	28,579	33,800
Hawaii	42,346	54,292	40,494	35,108	26,553	---	36,030
Idaho	33,345	39,920	34,166	31,057	28,019	---	25,417
Illinois	43,212	54,460	40,043	34,753	25,780	24,952	39,298
Indiana	40,632	51,040	38,804	32,867	22,574	27,359	26,560
Iowa	40,818	51,283	39,920	32,951	25,680	29,461	30,461
Kansas	37,057	46,680	36,680	30,369	23,123	27,542	29,885
Kentucky	35,052	42,314	33,819	28,769	22,455	23,275	20,413
Louisiana	36,194	44,647	35,825	30,786	22,952	20,742	26,695
Maine	39,021	49,774	38,657	32,191	25,406	36,258	28,768
Maryland	44,744	55,305	42,400	35,743	27,407	30,501	34,317
Massachusetts	49,415	60,066	44,296	36,994	29,072	42,814	28,603
Michigan	43,907	53,417	41,195	35,367	26,902	29,584	40,704
Minnesota	41,598	51,060	38,852	32,416	25,961	26,521	38,589
Mississippi	33,054	43,554	34,983	30,435	22,876	29,387	27,197
Missouri	37,836	47,144	36,421	31,537	24,430	20,624	29,250
Montana	30,992	36,691	30,626	26,665	21,213	27,258	25,189
Nebraska	36,852	47,107	35,915	31,634	24,304	13,449	25,204
Nevada	41,574	54,029	43,074	35,805	25,937	31,647	34,225
New Hampshire	41,240	49,913	37,830	32,263	25,731	27,050	21,514
New Jersey	48,127	60,241	44,047	36,697	27,666	33,955	42,553
New Mexico	36,492	45,877	35,831	31,892	25,292	26,980	28,628
New York	47,258	58,293	43,872	35,708	28,010	34,696	31,401
North Carolina	40,187	51,082	39,545	32,784	24,881	27,227	28,765
North Dakota	32,627	40,223	34,165	29,881	24,677	25,184	27,093
Ohio	42,939	53,396	41,144	33,826	25,954	24,855	31,619
Oklahoma	36,412	45,875	37,417	32,207	26,254	26,840	29,526
Oregon	35,884	43,669	34,711	29,535	23,798	20,050	33,403
Pennsylvania	43,921	54,850	41,228	34,676	26,828	25,932	26,178
Rhode Island	47,166	55,412	42,376	35,829	32,126	30,328	39,299
South Carolina	36,795	47,658	37,074	31,165	23,462	31,908	26,264
South Dakota	31,378	37,999	31,532	27,574	22,426	---	21,731
Tennessee	38,984	47,911	36,490	31,198	23,407	28,230	22,696
Texas	40,412	52,139	39,103	33,332	25,923	26,390	33,402
Utah	39,738	47,517	33,652	32,631	24,311	22,742	27,912
Vermont	38,472	49,890	37,273	30,562	26,102	31,129	28,935
Virginia	43,841	54,787	41,862	34,594	27,279	33,084	27,603
Washington	38,517	48,514	36,842	32,985	23,650	31,186	32,329
West Virginia	31,723	38,074	31,315	26,116	20,591	21,768	---
Wisconsin	40,411	49,707	37,582	33,563	26,554	27,924	36,506
Wyoming	36,985	47,330	35,827	33,169	24,795	24,584	30,633

---Data not applicable.

SOURCE: U.S. Department of Education, National Center for Education Statistics IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1989-90" survey.

BEST COPY AVAILABLE

Table 17.--Average salaries of women full-time instructional faculty, on 9- and 10-month contracts, in higher education institutions, by academic rank and state: Academic year 1989-90

State	All ranks	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	No academic rank
50 states and D.C.	$33,936	$47,673	$37,441	$31,099	$24,302	$27,031	$31,019
Alabama	29,130	39,116	32,389	27,908	22,988	19,255	29,380
Alaska	42,471	56,414	46,671	37,638	35,085	---	32,528
Arizona	35,612	48,392	39,661	32,396	22,937	25,268	35,846
Arkansas	27,111	37,584	31,653	27,721	22,475	17,607	24,268
California	39,628	55,050	40,794	35,341	30,295	33,870	33,377
Colorado	32,177	42,413	36,752	32,039	24,690	22,162	26,024
Connecticut	39,847	53,170	41,666	34,360	28,526	30,794	22,038
Delaware	34,150	46,835	40,360	31,093	24,373	21,397	34,964
District of Columbia	38,225	53,568	40,344	33,477	27,262	28,776	22,699
Florida	33,076	42,843	35,458	30,403	26,340	25,289	32,521
Georgia	31,081	41,701	34,845	29,244	23,150	25,027	31,793
Hawaii	35,156	49,852	39,093	32,366	27,827	---	34,408
Idaho	29,102	36,211	31,739	28,509	23,933	---	26,791
Illinois	34,117	45,641	36,477	30,976	22,565	24,490	34,888
Indiana	29,947	43,819	34,709	29,007	20,692	24,031	22,488
Iowa	31,388	43,734	36,361	30,407	23,621	18,190	27,820
Kansas	28,814	39,859	32,497	27,345	21,993	22,475	27,442
Kentucky	28,339	38,313	30,729	26,889	21,961	20,955	20,923
Louisiana	27,837	38,647	32,060	27,233	21,590	18,462	25,091
Maine	31,618	44,158	34,887	29,615	23,939	23,921	28,072
Maryland	36,189	49,907	39,700	32,765	26,286	25,158	26,962
Massachusetts	38,588	49,555	40,544	33,655	26,594	33,826	25,435
Michigan	34,973	46,487	37,642	31,782	23,940	26,057	35,949
Minnesota	34,221	47,065	36,714	30,293	24,664	26,759	35,625
Mississippi	27,138	36,637	31,495	27,585	21,703	16,443	26,569
Missouri	30,400	42,335	34,126	29,222	23,778	19,808	25,698
Montana	26,613	34,971	29,169	25,486	21,295	24,088	25,345
Nebraska	29,237	41,626	33,929	29,327	23,043	17,512	22,931
Nevada	33,945	50,482	40,128	34,527	26,626	26,547	31,847
New Hampshire	32,750	39,842	35,021	29,912	25,234	24,217	16,916
New Jersey	38,994	53,064	42,247	33,569	26,047	29,268	28,742
New Mexico	30,002	42,344	33,173	29,032	24,266	25,018	25,681
New York	38,535	53,452	41,217	33,094	26,785	32,324	29,855
North Carolina	31,326	43,847	36,716	30,478	23,247	24,940	25,569
North Dakota	26,695	37,550	30,800	26,777	23,009	19,083	22,623
Ohio	33,475	45,335	38,158	31,159	24,806	20,961	28,476
Oklahoma	30,371	41,343	35,717	30,286	25,048	22,282	28,650
Oregon	30,851	39,891	32,868	27,915	22,118	20,881	31,519
Pennsylvania	34,468	47,227	37,508	31,511	24,175	23,625	23,463
Rhode Island	36,767	46,190	38,448	31,894	27,175	31,498	35,958
South Carolina	28,607	40,701	34,641	28,856	22,715	24,072	24,662
South Dakota	25,406	36,496	30,112	25,832	21,148	18,956	21,253
Tennessee	29,634	41,710	32,613	28,470	22,715	23,477	20,970
Texas	31,876	43,957	35,913	30,868	24,249	23,447	30,717
Utah	32,480	38,606	39,252	27,283	22,205	19,545	26,086
Vermont	30,301	43,720	34,822	29,110	25,727	27,860	21,598
Virginia	34,570	46,006	38,165	31,703	25,487	26,457	23,696
Washington	31,949	44,573	34,658	30,721	23,792	24,988	30,371
West Virginia	25,735	33,508	28,962	24,183	19,266	17,891	---
Wisconsin	33,747	43,354	35,391	30,379	24,536	25,713	34,774
Wyoming	28,495	42,208	34,782	29,307	21,959	19,027	27,421

---Data not applicable.

SOURCE: U.S. Department of Education, National Center for Education Statistics IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1989-90" survey.

Table 18.--Average salaries of men full-time instructional faculty, on 9- and 10-month contracts, in 4-year higher education institutions, by academic rank and state: Academic year 1989-90

State	All ranks	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	No academic rank
50 states and D.C.	$44,041	$54,225	$40,328	$33,909	$25,522	$31,126	$30,719
Alabama	36,575	46,151	35,923	31,057	23,272	28,229	20,858
Alaska	45,979	56,036	47,788	38,110	35,908	---	40,885
Arizona	44,993	54,982	40,601	35,500	25,040	29,006	18,550
Arkansas	34,877	42,151	34,417	29,620	23,060	15,237	19,261
California	52,886	61,005	44,097	36,859	29,510	37,340	34,184
Colorado	42,745	49,671	38,793	33,766	26,185	29,904	29,882
Connecticut	51,176	62,538	44,808	36,536	29,998	34,132	4,085
Delaware	45,207	57,076	42,408	35,560	26,506	25,058	---
District of Columbia	47,773	60,561	42,837	34,854	28,979	29,016	24,606
Florida	42,023	52,012	38,071	33,696	25,008	31,831	27,876
Georgia	39,931	50,217	38,024	32,394	22,999	28,579	32,340
Hawaii	44,672	54,292	40,494	35,108	26,553	---	37,048
Idaho	35,271	40,246	34,322	31,424	28,225	---	27,650
Illinois	44,201	54,466	40,072	34,781	25,780	24,952	32,170
Indiana	41,822	51,491	39,022	33,079	22,534	27,359	38,336
Iowa	42,710	52,113	40,438	33,180	24,561	29,461	26,817
Kansas	38,863	46,959	36,834	30,415	23,005	27,542	17,584
Kentucky	36,062	42,831	34,507	29,336	22,627	23,275	23,149
Louisiana	36,635	44,850	36,131	31,022	22,969	20,742	20,000
Maine	40,400	49,774	38,657	32,191	25,406	36,258	26,688
Maryland	45,859	58,638	43,228	36,474	27,738	30,800	34,317
Massachusetts	50,720	62,613	44,920	37,435	29,792	42,814	30,674
Michigan	44,672	53,644	41,205	35,340	26,627	29,560	29,980
Minnesota	42,196	51,172	38,925	32,465	25,950	26,521	15,318
Mississippi	35,448	43,633	35,013	30,479	22,932	29,387	---
Missouri	38,321	47,267	36,215	31,521	24,216	20,624	25,288
Montana	31,871	36,691	30,626	26,665	21,213	27,258	---
Nebraska	38,582	47,233	36,019	31,717	24,430	13,449	15,000
Nevada	43,122	54,029	43,074	35,805	25,937	31,582	28,567
New Hampshire	42,667	53,656	38,871	32,416	26,291	27,050	23,049
New Jersey	49,356	61,687	44,872	36,702	27,380	34,441	50,943
New Mexico	38,456	46,198	36,303	32,453	22,410	30,193	31,605
New York	47,985	59,656	44,132	35,756	28,381	34,606	31,401
North Carolina	41,024	51,340	39,711	32,845	25,215	27,227	31,554
North Dakota	33,748	40,223	34,343	29,878	24,648	25,184	17,121
Ohio	43,970	53,937	41,378	33,994	25,463	28,236	26,980
Oklahoma	37,627	45,888	37,519	32,225	26,141	26,840	21,918
Oregon	36,862	43,714	34,683	29,461	23,598	20,050	22,425
Pennsylvania	44,563	55,926	41,526	34,744	26,773	26,126	25,842
Rhode Island	48,099	57,484	42,936	36,386	33,558	30,328	39,299
South Carolina	38,934	47,855	37,289	31,271	22,245	31,908	29,500
South Dakota	31,390	37,999	31,532	27,574	22,426	---	21,741
Tennessee	40,024	48,486	37,297	31,437	23,052	28,230	23,275
Texas	42,538	52,936	39,410	33,553	24,866	26,414	25,300
Utah	41,378	47,907	33,862	33,259	24,359	22,742	---
Vermont	39,817	50,911	37,786	31,256	26,719	31,129	32,253
Virginia	45,408	56,070	42,858	35,116	26,979	33,084	30,533
Washington	41,256	48,514	36,842	32,985	23,650	31,186	34,858
West Virginia	32,107	38,341	31,591	26,349	21,119	21,665	---
Wisconsin	41,899	49,906	37,924	33,901	26,474	27,924	27,505
Wyoming	41,793	48,212	37,192	35,326	29,124	24,584	---

---Data not applicable.

SOURCE: U.S. Department of Education, National Center for Education Statistics IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1989-90" survey.

Table 19.--Average salaries of women full-time instructional faculty, on 9- and 10-month contracts, in 4-year higher education institutions, by academic rank and state: Academic year 1989-90

State	All ranks	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	No academic rank
50 states and D.C.	$34,674	$48,647	$37,764	$31,186	$23,914	$26,977	$27,426
Alabama	28,997	39,232	32,479	27,925	22,989	19,270	17,274
Alaska	42,471	56,414	46,671	37,638	35,085	---	32,528
Arizona	35,348	48,392	39,661	32,396	22,937	25,268	17,268
Arkansas	27,726	37,635	31,713	27,851	22,519	17,607	20,355
California	42,631	55,340	40,737	35,259	28,346	33,870	32,556
Colorado	34,702	43,102	37,405	32,293	25,268	22,182	27,049
Connecticut	40,505	55,343	42,028	34,510	28,710	30,968	22,038
Delaware	33,980	46,835	40,360	31,093	24,373	21,397	
District of Columbia	38,225	53,568	40,344	33,477	27,262	28,776	22,699
Florida	33,394	44,554	35,782	30,273	24,111	25,729	24,596
Georgia	31,698	42,685	35,471	29,565	22,962	25,027	31,700
Hawaii	35,534	49,852	39,093	32,366	27,827	---	32,991
Idaho	29,974	37,530	31,797	28,709	24,019	---	24,255
Illinois	33,519	45,674	36,504	31,029	22,573	24,490	26,643
Indiana	31,333	45,220	34,970	29,234	20,633	24,031	35,294
Iowa	32,644	44,481	36,780	30,673	23,142	18,190	24,233
Kansas	29,529	40,179	32,560	27,395	22,029	22,475	18,016
Kentucky	29,138	39,154	31,999	27,479	21,960	20,955	22,857
Louisiana	28,077	38,969	32,321	27,355	21,548	18,462	21,501
Maine	32,087	44,158	34,887	29,615	23,939	23,921	26,036
Maryland	36,436	53,829	41,222	33,685	26,259	25,775	26,962
Massachusetts	40,291	53,800	41,924	34,633	26,687	33,826	26,612
Michigan	34,367	46,606	37,633	31,678	23,547	26,057	28,194
Minnesota	34,007	47,520	36,808	30,418	24,865	26,759	18,713
Mississippi	27,834	36,805	31,620	27,612	21,736	16,443	---
Missouri	30,325	42,123	33,688	29,115	23,679	19,808	22,847
Montana	27,045	34,971	29,169	25,486	21,295	24,088	---
Nebraska	30,310	41,626	33,929	29,394	23,121	17,512	17,900
Nevada	34,792	50,482	40,128	34,527	26,626	26,547	23,000
New Hampshire	33,890	45,721	36,941	30,108	25,308	24,217	18,800
New Jersey	40,302	54,338	43,062	33,880	25,819	29,652	30,009
New Mexico	31,450	42,810	33,425	29,235	23,114	25,189	26,808
New York	38,653	54,399	41,416	33,051	26,913	31,936	30,116
North Carolina	32,712	44,395	36,978	30,671	23,450	24,959	27,438
North Dakota	27,363	37,550	30,897	26,890	22,901	19,083	16,971
Ohio	34,240	46,879	38,547	31,193	24,536	20,900	21,030
Oklahoma	31,154	41,509	35,876	30,538	25,389	22,282	20,591
Oregon	30,101	39,819	32,830	27,841	21,320	20,881	17,326
Pennsylvania	34,871	49,518	38,251	31,654	24,453	23,704	26,007
Rhode Island	37,511	49,433	39,039	32,963	27,749	31,498	35,958
South Carolina	30,343	40,929	34,774	28,959	22,359	24,072	23,959
South Dakota	25,406	36,496	30,112	25,832	21,148	18,956	21,253
Tennessee	30,335	42,488	33,540	28,757	22,508	23,477	20,633
Texas	32,436	45,539	36,136	30,776	23,386	23,470	34,191
Utah	34,167	40,344	40,222	27,603	22,172	19,545	---
Vermont	31,427	45,159	35,093	29,546	25,780	27,860	26,399
Virginia	35,171	47,949	39,140	31,882	24,825	26,457	26,970
Washington	33,384	44,573	34,658	30,721	23,792	24,988	32,156
West Virginia	26,225	34,575	29,418	24,442	19,510	18,405	---
Wisconsin	33,256	43,461	35,530	30,547	24,568	25,713	24,610
Wyoming	30,888	44,462	35,969	30,619	17,000	19,027	---

---Data not available.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-time Instructional Faculty 1989-90."

Table 20.--Total full-time instructional faculty, on 9- and 10-month contracts, in higher education institutions, by academic rank and state: Academic year 1989-90

State	All ranks	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	No academic rank
50 states and D.C.	369,112	112,892	90,342	88,455	21,896	7,400	48,127
Alabama	5,807	1,127	1,226	1,543	538	51	1,322
Alaska	669	128	258	164	63	0	56
Arizona	4,737	1,145	974	827	89	157	1,545
Arkansas	2,777	665	660	720	381	32	319
California	33,792	13,633	5,451	4,878	638	747	8,445
Colorado	5,255	1,832	1,277	1,041	205	36	864
Connecticut	5,597	2,297	1,526	1,382	253	115	24
Delaware	1,257	311	354	337	89	29	137
District of Columbia	3,383	1,168	1,006	926	186	77	20
Florida	11,181	2,985	2,762	2,316	851	106	2,161
Georgia	7,414	1,893	2,160	2,384	748	50	179
Hawaii	1,604	368	309	305	64	0	558
Idaho	1,532	408	343	317	62	0	402
Illinois	17,634	4,760	3,639	3,572	712	302	4,649
Indiana	8,876	2,655	2,347	2,451	495	253	675
Iowa	5,107	1,558	1,109	1,312	553	6	569
Kansas	4,729	1,263	1,027	1,055	264	16	1,104
Kentucky	5,030	1,504	1,455	1,445	531	50	45
Louisiana	5,821	1,451	1,570	1,883	846	11	60
Maine	1,935	478	533	588	67	27	242
Maryland	6,478	2,031	1,804	1,804	455	200	184
Massachusetts	15,167	5,962	4,039	3,883	499	458	326
Michigan	13,328	3,831	2,890	2,759	536	334	2,978
Minnesota	7,137	2,117	1,611	1,667	437	15	1,290
Mississippi	3,994	641	647	794	364	9	1,539
Missouri	7,234	2,106	1,778	1,988	578	84	700
Montana	1,409	414	329	349	73	11	233
Nebraska	2,656	713	627	772	194	6	344
Nevada	1,056	217	248	244	91	29	227
New Hampshire	1,907	676	587	545	65	14	20
New Jersey	8,534	2,804	2,595	2,441	466	188	40
New Mexico	2,123	551	511	575	177	80	229
New York	36,015	12,637	10,268	9,540	2,019	1,175	376
North Carolina	9,627	2,604	2,423	2,367	357	548	1,328
North Dakota	1,366	266	324	398	140	37	201
Ohio	15,232	4,545	4,432	4,358	1,052	71	774
Oklahoma	4,463	1,003	904	1,141	423	141	851
Oregon	4,550	1,085	874	833	189	21	1,548
Pennsylvania	20,219	6,416	5,967	6,090	1,463	184	99
Rhode Island	2,269	936	587	553	67	39	87
South Carolina	5,079	1,206	1,214	1,151	540	65	903
South Dakota	1,234	339	237	361	135	*	159
Tennessee	7,216	2,331	1,998	1,916	858	40	73
Texas	21,091	5,419	4,640	4,389	1,334	950	4,359
Utah	3,759	1,583	996	700	174	22	284
Vermont	1,438	361	394	414	68	53	148
Virginia	10,188	2,988	3,223	3,009	841	94	33
Washington	6,756	1,762	1,265	994	116	122	2,497
West Virginia	2,444	738	689	720	244	53	0
Wisconsin	10,016	2,737	2,097	2,077	256	244	2,605
Wyoming	990	244	158	177	50	45	316

*The number of faculty reported in this category was too small to show.

SOURCE: U.S. Department of Education, National Center for Education Statistics IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1989-90" survey.

BEST COPY AVAILABLE

Table 21.--Number of reported full-time instructional faculty on 9- and 10-month contracts, by academic rank and sex: 50 states and the District of Columbia, 1979-80 through 1989-90

Academic year and sex	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
1979-80							
Total	328,810	83,821	83,541	85,580	26,077	5,016	44,775
Male	242,676	75,214	66,978	56,365	12,395	2,745	28,979
Female	86,134	8,607	16,563	29,215	13,682	2,271	15,796
1980-81							
Total	325,724	86,394	82,626	82,840	23,493	4,931	45,440
Male	240,531	77,913	66,013	53,791	10,972	2,657	29,185
Female	85,193	8,481	16,613	29,049	12,521	2,274	16,255
1981-82							
Total	330,709	89,688	83,807	82,074	23,329	5,105	46,706
Male	242,747	80,621	66,199	52,689	10,742	2,694	29,802
Female	87,962	9,067	17,608	29,385	12,587	2,411	16,904
1982-83							
Total	334,911	93,525	84,728	81,453	22,216	5,223	47,766
Male	245,185	83,667	66,175	51,877	10,404	2,732	30,330
Female	89,726	9,858	18,553	29,576	11,812	2,491	17,436
1983-84 1/							
1984-85							
Total	335,816	98,879	85,066	79,082	22,095	6,136	44,558
Male	242,481	87,178	64,781	49,274	10,289	3,197	27,762
Female	93,335	11,701	20,285	29,808	11,806	2,939	16,796
1985-86							
Total	338,471	100,529	85,502	78,948	22,323	6,256	44,913
Male	242,623	88,136	64,437	48,646	10,440	3,160	27,804
Female	95,848	12,393	21,065	30,302	11,883	3,096	17,109
1986-87 1/							
1987-88 2/							
Total	359,296	106,756	91,786	82,462	21,717	6,811	49,764
Male	255,640	92,934	68,886	50,078	9,882	3,334	30,526
Female	103,656	13,822	22,900	32,384	11,835	3,477	19,238
1988-89 1/							
1989-90							
Total	369,112	112,892	90,342	88,455	21,896	7,400	48,127
Male	255,980	97,060	65,220	52,540	9,630	3,529	28,001
Female	113,132	15,832	25,122	35,915	12,266	3,871	20,126

1/The data for the 1983-84 academic year were not edited; thus, they could not be analyzed. Data were not collected for the 1986-87 and 1988-89 academic years.
2/Data revised from previously reported data.

SOURCE: U. S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1987-88" survey and HEGIS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty" surveys 1979-80 through 1985-86.

Table 22.--Total full-time instructional faculty on 9- and 10-month contracts in higher education institutions, by academic rank, sex, and type and control of institution: 50 states and the District of Columbia, Academic year 1989-90

Academic rank	Total	Public		Private	
		4-year	2 year	4-year	2 year
All ranks	369,112	187,124	71,287	108,127	2,574
Academic rank					
Professor	112,892	68,377	8,154	36,093	268
Associate professor	90,342	52,277	7,822	29,969	274
Assistant professor	88,455	49,430	7,173	31,406	446
Instructor	21,896	10,506	4,653	6,388	349
Lecturer	7,400	5,364	311	1,712	13
No academic rank	48,127	1,170	43,174	2,559	1,224
Sex					
Men	255,980	136,408	41,418	76,884	1,270
Women	113,132	50,716	29,869	31,243	1,304

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-time Instructional Faculty" 1989-90 survey.

Survey Instrument

SA

IPEDS

INTEGRATED POSTSECONDARY EDUCATION DATA SYSTEM

SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY 1990-91

Public reporting burden for this collection of information is estimated to average 5.0 hours per response but may range from 30 minutes to 8.0 hours depending on whether the information is readily accessible to machine readable files. The burden estimate includes the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the U.S. Department of Education, Information Management and Compliance Division, Washington, D.C. 20202-4651; and to the Office of Management and Budget, Paperwork Reduction Project 1850-0582, Washington, D.C. 20503. Please send completed survey forms to the address shown on the inside of this cover page.

COMPLETION INSTRUCTIONS:

Please read the instructions carefully before completing this survey form. Report data ONLY for the institution noted. If data for any other institutions or branch campuses are included in this report because they cannot be reported separately, please provide a list of all other schools included in this report. When complete, please mail your survey form to:

CONTACT FOR QUESTIONS:

If there are any questions about this form, contact: Patricia Q. Brown at (202) 357-6593 or you may call the IPEDS Processing Center at 1-800-334-EDUC.

DUE DATE: November 15, 1990

This form is authorized by law (20 U.S.C.1221e-1). While you are not required to respond, your cooperation is needed to make the results of this survey comprehensive, accurate, and timely.

PURPOSE OF THE SURVEY

The primary purpose of this survey is to collect data on the salaries, tenure, and fringe benefits of full-time instructional faculty by contract length, sex, and academic rank; to analyze, from a national perspective, the number and tenure status of faculty members in relation to the number of enrollments and degrees granted for an indication of manpower demand; and to evaluate faculty compensation in relation to institutional financial resources for an indication of the economic status of institutions and of the teaching profession. The survey is being conducted in compliance with the Center's mission "to collect, and analyze, and disseminate statistics and other data related to education in the United States...", (20 U.S.C. 1221e-1, General Education Provisions Act, Sec. 406(b), as amended).

USES OF DATA

The data collected are used by postsecondary institutions to establish competitive compensation packages; by State agencies to determine budgets for State-supported institutions and to make comparative studies with other States; by Federal agencies to analyze the teaching profession as a whole, to contribute to occupational forecasting, and to develop financial indicators relating to postsecondary education; and by professional and educational associations to evaluate the differences in salaries between men and women, and the general status of the profession.

The definitions and instructions for compiling IPEDS data have been designed to minimize comparability problems. However, postsecondary educations institutions differ widely among themselves. As a result of these differences, comparisons of data provided by individual institutions may be misleading.

GENERAL INSTRUCTIONS

Please respond to each item on this report in the space provided. The Glossary provides definitions of terms used in this report.

I. INSTITUTIONAL IDENTIFICATION

A. In the space provided at the top of the report, make any necessary corrections to the preprinted address information. Also, please enter the name, title, area code and telephone number of the person responsible for completing the report.

B. Exclusions from reporting. This report may not be applicable to your institution because all of your instructional faculty embrace one of the exclusion categories listed at the top of page 1 of the survey form. If this is the case, please mark the appropriate category and return the form.

II. PERIOD OF REPORT

This report requests data on full-time instructional faculty employed (including those under contract but not yet in the payroll system) by your institution as of October 1, 1990.

III. INSTRUCTIONS FOR PART A. SALARIES AND TENURE OF FULL-TIME INSTRUCTIONAL FACULTY, ACADEMIC YEAR 1990-91

A. General Instructions for Part A - Sections I, II, and III

The following general instructions apply to all of Part A - Sections I, II, and III. [Instructions related to a specific contract length only (9/10-month, 11/12-month, or other than 9/10-month and 11/12-month contract) are provided in Section B.]

In reporting instructional faculty, include only:

Those members of the Instruction/Research staff who are employed full-time (as defined by the institution) and whose major (more than 50%) regular assignment is instruction, including those with released time for research. Also included in this category are:

- Full-time instructional faculty on sabbatical leave. Report such faculty at their regular salaries even though the faculty member may be receiving a reduced annuity while on leave.
- Full-time replacements for instructional faculty on leave without pay.
- Chairs of departments (if they have no other administrative title and hold a full-time faculty rank). Report such faculty at their contracted faculty salary.

In reporting instructional faculty, the following apply:

- Additional stipends for administrative, managerial, or other responsibilities should not be included in the salary calculation.
- When reporting instructional faculty by academic rank, use the institution's designations. Institutions without standard academic ranks should report all faculty in the category of No Academic Rank.
- When reporting tenure status, use the institution's criteria or requirements for tenure.
- Instructional faculty should be reported as having 9/10-month, 11/12-month, or other than 9/10-month and 11/12-month salary contracts on the basis of the contracted (teaching) period, not on the basis of the number of installments in which salaries are paid.

Do not report the following instructional faculty:

- Replacements for instructional faculty on sabbatical leave.
- Instructional faculty on leave without pay.
- Instructional faculty for preclinical and clinical medicine.* (Note: Instructional faculty in all other health fields, such as dentistry, veterinary medicine, nursing, dental hygiene, etc., should be reported.)
- Instructional faculty who are employed on a part-time basis.*
- Instructional faculty (such as members of religious orders) whose services are valued by bookkeeping entries rather than by full cash transactions.*
- Instructional faculty who, as members of military organizations, are paid on a different salary scale from civilian employees.*
- Administrative officers with titles such as dean of instruction, academic dean, dean of faculty, dean of students, librarian, registrar, coach, etc., even though they may devote part of their time to classroom instruction.
- Undergraduate or graduate students who assist in the instruction of courses, but have titles such as graduate or teaching assistant, teaching associate, teaching fellow, etc.

* If this statement applies to all instructional faculty at your institution, please mark the appropriate exclusion category listed at the top of page 1 of the survey form, and return the form.

B. Specific Instructions for Part A - Sections I, II, and III.

1. Part A - Section I: Full-time Faculty on 9/10-Month Salary Contracts

Please also read the general instructions in the preceding Section III. A. (above) before completing this part of the survey form.

The term, 9/10-month salary contract, applies to instructional faculty who teach for two semesters, three quarters, two trimesters, two four-month sessions, or the equivalent.

Column (1). Faculty with Tenure. For each line, report the number of full-time instructional faculty with tenure.

Column (2). Non-Tenured Faculty on Tenure Track. For each line, report the number of full-time instructional faculty who are non-tenured but are in positions which lead to consideration for tenure.

Column (3). Non-Tenured Faculty Not on Tenure Track. For each line, report the number of full-time instructional faculty who are non-tenured and are not in positions which lead to consideration for tenure. For each line, if your institution does not recognize tenure, then report the number of full-time instructional faculty in column 3.

Column (4). Total Number of Faculty. For each line, report the sum of columns (1), (2) and (3).

Column (5). Total Salary Outlay. For each line, report to the nearest whole dollar the total salary outlay for those faculty reported in column (4).

2. Part A - Section II: Full-Time Faculty on 11/12-Month Salary Contracts

Please also read the general instructions in the preceding Section III. A. before completing this part of the survey form.

The term, 11/12-month salary contract, applies to instructional faculty employed for the entire year. These faculty members are usually employed for 11 months of teaching.

Follow directions for Part A - Section I for reporting data in columns (1) through (5).

3. Part A - Section III: Full-Time Faculty on Other Than 9/10-Month and 11/12-Month Salary Contracts

Please also read the general instructions in the preceding Section III. A. before completing this part of the survey form.

The term, other than 9/10-month and 11/12-month salary contract, applies to faculty considered full-time employees that are not reported in Part A, Sections I or II.

Follow directions for Part A - Section I for reporting data in columns (1) through (5).

IV. INSTRUCTIONS FOR PART B. FRINGE BENEFITS OF FULL-TIME INSTRUCTIONAL FACULTY ON 9/10-MONTH AND 11/12-MONTH CONTRACTS, ACADEMIC YEAR 1990-91

Report the projected fringe benefit expenditures which will be paid by the institution, State and local government to full-time instructional faculty during the academic year. Fringe benefits should be reported only for those salaried instructional faculty reported in Part A of this survey, excluding those on other than 9/10-month and 11/12-month salary contracts (Part A-Section III, line 31).

Fringe benefit expenditures for all instructional faculty (total men and women) on 9/10-month contracts should be reported in Part B, column (1), and the number of faculty covered in column (2). Similarly, the fringe benefits for all instructional faculty on 11/12-month contracts should be reported in Part B, column (3), and the number of faculty covered in column (4).

Fringe benefits are defined as cash contributions in the form of supplementary or deferred compensation other than salary. The employee's contribution should be excluded when determining the dollar value of fringe benefits. Expenditures should be reported to the nearest whole dollar. When an expenditure is reported for a fringe benefit, the number of persons receiving the benefit should also be reported.

LINES 32 and 33. Retirement Plans (Other Than Social Security). Report contributions by the institution, State and local government toward retirement on lines 32 and 33 according to the vesting provisions of the institution's retirement plan. A vested retirement plan defined as one in which the full amount of the contribution by the institution, State and local government, with accumulations thereon, will be made available as a benefit in case of death while in service and with no forfeiture in case of resignation or dismissal from the institution.

On line 32, report contributions toward retirement if they become vested in the faculty member not later than the end of the 5th year of full-time service at the institution and are not lost to the member if the member leaves the institution or moves to another state. If the institution's retirement vesting provision meets the 5-year criterion, report all contributions to the retirement plan on line 32 even though some faculty members may have been employed less than 5 years.*

On line 33, report expenditures for retirement plans in which the employer's contribution becomes vested in the faculty member after 5 years or only upon retirement.*

LINE 34. Medical/Dental Plans. Report contributions to insurance plans which provide for hospital, medical, surgical, or dental care.*

LINE 35. Guaranteed Disability Income Protection. Report expenditures, through insurance or otherwise, for long-term disability income payments (defined as salary in excess of 6 months) not covered in other retirement or insurance plans listed on this form. These payments are not to consist of the accumulation of unused sick-leave benefits.*

LINE 36. Tuition Plan. Report cash payments and the dollar value of tuition waivers and exchanges for dependents (including spouse) of faculty members to attend another institution or this institution. If the tuition plan is available to all dependents of all faculty members to attend any institution of their choice, please check "No" box on line 36. If either of these conditions does not apply, please check "Yes" box on line 36.

The number covered by this benefit should be the number of faculty dependents receiving tuition, rather than the number of faculty members covered by this benefit. If the number of faculty dependents who will receive this benefit in the academic year covered by this report is unknown, apply the current rate for the benefit to the number receiving the tuition benefit in the previous academic year to derive an estimate.

LINE 37. Housing Plan. Report the expenditures in the form of cash payments or subsidies to faculty members for off-campus or institution-owned housing. If faculty members have the option of choosing off-campus housing, please check "No" box on line 37. If the housing plan only applies to institution-owned housing, please check "Yes" box on line 37. If the number of faculty members who will receive the housing benefit in the academic year covered by this report is unknown, apply the current rate for this benefit to the number receiving the housing benefit in the previous academic year to derive an estimate.*

LINE 38 Social Security Taxes. If covered by Social Security, report the F.I.C.A. taxes calculated at the rate effective January 1, 1990.*

LINE 39 Unemployment Compensation. Report the taxes (not benefits) to be paid under this law. If the institution is self-insured, report the estimated amount which would otherwise be paid to the State.*

LINE 40 Group Life Insurance. Report expenditures by the institution to support the group life insurance program.*

LINE 41 Worker's Compensation. Report the taxes (not benefits) to be paid under this law. If the institution is self-insured, report the estimated amount which would otherwise be paid to the State.*

LINE 42. Other Benefits in Kind With Cash Options. Report personal benefits in kind only if the faculty member has, without the imposition of conditions, the option of taking a cash payment if the person prefers to use the money in some other way. Since the objective is the measurement of income available for personal consumption, as distinct from professional purposes, benefits of a professional nature (such as convention travel, membership fees, grading assistance, faculty clubs, etc.) should not be included.*

LINE 43 Total. Report the sum of the expenditures on lines 32-42 for each of columns (1) and (3).

* Please verify that the number covered in column (2) on this line does not exceed the total reported in Part A, line 15, column (4). Also verify that the number covered in column (4) on this line does not exceed the total reported in Part A, line 30, column (4).

CONFIDENTIALITY OF DATA

The confidentiality of individuals' salaries will be preserved in accordance with Title V, Section 501(a) of the Education Amendments of 1974 (Public Law 93-380, 93rd Congress, August 21, 1974) which amends Part A of the General Education Provisions Act by adding at the end thereof a new Section 406 specifically referring to CES. Section (d)(2) of the Act is cited below:

> "The Center shall develop and enforce standards designed to protect the confidentiality of persons in the collection, reporting, and publication of data under this section. This subparagraph shall not be construed to protect the confidentiality of information about institutions, organizations, and agencies receiving grants from or having contracts with the Federal Government."

The Freedom of Information Act requires that data retained by the Federal government must be made available to the public so long as the rights to privacy of individuals are not violated. When requested, data collected in this survey will be made available to the public in the form of computer tapes. Data cells containing salary outlays or fringe benefit expenditures for fewer than three individuals will be removed. The tapes will contain all of the data items on the report (except those which might identify individuals), as well as the names of institutions submitting the reports.

DEFINITIONS - SALARIES, TENURE, AND FRINGE BENEFITS OF FULL-TIME INSTRUCTIONAL FACULTY (SA)

The following definitions are arranged in alphabetical order:

ELEVEN/TWELVE MONTH SALARY CONTRACT. The contracted teaching period of faculty employed for the entire year, usually a period of 11 months.

FRINGE BENEFITS. Cash contributions in the form of supplementary or deferred compensation other than salary. Excludes the employee's contribution.

INSTRUCTIONAL FACULTY. Instruction/Research staff employed full-time (as defined by the institution) and whose major regular assignment is instruction, including those with released time for research.

NINE/TEN MONTH SALARY CONTRACT. The contracted teaching period of faculty employed for two semesters, three quarters, two trimesters, two 4-month sessions, or the equivalent.

OTHER THAN NINE/TEN MONTH AND ELEVEN/TWELVE MONTH SALARY CONTRACT. The contracted teaching period of faculty employed for other than two semesters, three quarters, two trimesters, two 4-month sessions, or 11-12 months, but still considered full-time employees (as defined by the institution).

TENURE. Status of a personnel position, or a person occupying a position or occupation, with respect to permanence of position.

TENURE TRACK. Positions that lead to consideration for tenure.

Form Approved
OMB No. 1850-0582
Approval Expires 2/92

SALARIES, TENURE, AND FRINGE BENEFITS OF FULL-TIME INSTRUCTIONAL FACULTY

Institution:
Address:

Identification Number:
Name of Respondent:
Title:
Phone Number:

IF THIS SURVEY IS NOT APPLICABLE TO YOUR INSTITUTION BECAUSE ANY OF THE EXCLUSIONS CITED BELOW EMBRACE ALL OF YOUR INSTRUCTIONAL FACULTY, PLEASE MARK THE APPROPRIATE ITEM BELOW AND RETURN THE SURVEY FORM.

1. ☐ ALL OF THE INSTRUCTIONAL FACULTY AT THIS INSTITUTION TEACH PRECLINICAL OR CLINICAL MEDICINE.
2. ☐ ALL OF THE INSTRUCTIONAL FACULTY AT THIS INSTITUTION ARE EMPLOYED ON A PART-TIME BASIS.
3. ☐ ALL OF THE INSTRUCTIONAL FACULTY AT THIS INSTITUTION CONTRIBUTE SERVICES (E.G., MEMBERS OF A RELIGIOUS ORDER), OR ARE MILITARY PERSONNEL.

PART A - SALARIES AND TENURE OF FULL-TIME INSTRUCTIONAL FACULTY, ACADEMIC YEAR 1990-91

SEX AND ACADEMIC RANK	LINE NO.	FACULTY WITH TENURE	NON-TENURED FACULTY		TOTAL NUMBER OF FACULTY (COLS. 1-3)	TOTAL SALARY OUTLAY (IN WHOLE DOLLARS)
			Those on Tenure Track	Those Not on Tenure Track		
		(1)	(2)	(3)	(4)	(5)
I. FACULTY ON 9/10-MONTH SALARY CONTRACTS						
A. MEN						
1. PROFESSORS	01					$
2. ASSOCIATE PROFESSORS	02					
3. ASSISTANT PROFESSORS	03					
4. INSTRUCTORS	04					
5. LECTURERS	05					
6. NO ACADEMIC RANK*	06					
TOTAL MEN (LINES 1-6)	07					$
B. WOMEN						
1. PROFESSORS	08					$
2. ASSOCIATE PROFESSORS	09					
3. ASSISTANT PROFESSORS	10					
4. INSTRUCTORS	11					
5. LECTURERS	12					
6. NO ACADEMIC RANK*	13					
TOTAL WOMEN (LINES 8-13)	14					$
TOTAL FACULTY ON 9/10-MONTH SALARY CONTRACTS (LINES 7+14)	15					$

*INSTITUTIONS WITHOUT STANDARD ACADEMIC RANKS SHOULD REPORT FULL-TIME FACULTY HERE.

PART A - CONTINUED

SEX AND ACADEMIC RANK	LINE NO.	FACULTY WITH TENURE	NON-TENURED FACULTY		TOTAL NUMBER OF FACULTY (COLS. 1-3)	TOTAL SALARY OUTLAY (IN WHOLE DOLLARS)
			Those on Tenure Track	Those Not on Tenure Track		
		(1)	(2)	(3)	(4)	(5)
II. FACULTY ON 11/12-MONTH SALARY CONTRACTS						
A. MEN						
1. PROFESSORS	16					$
2. ASSOCIATE PROFESSORS	17					
3. ASSISTANT PROFESSORS	18					
4. INSTRUCTORS	19					
5. LECTURERS	20					
6. NO ACADEMIC RANK*	21					
TOTAL MEN (LINES 16-21)	22					$
A. WOMEN						
1. PROFESSORS	23					$
2. ASSOCIATE PROFESSORS	24					
3. ASSISTANT PROFESSORS	25					
4. INSTRUCTORS	26					
5. LECTURERS	27					
6. NO ACADEMIC RANK*	28					
TOTAL WOMEN (LINES 23-28)	29					$
TOTAL FACULTY ON 11/12-MONTH SALARY CONTRACTS (LINES 22+29)	30					$
III. FACULTY ON OTHER THAN 9/10-MONTH AND 11/12-MONTH SALARY CONTRACTS TOTAL MEN AND WOMEN	31					$

*INSTITUTIONS WITHOUT STANDARD ACADEMIC RANKS SHOULD REPORT FULL-TIME FACULTY HERE

PART B - FRINGE BENEFITS OF FULL-TIME INSTRUCTIONAL FACULTY ON 9/10-MONTH AND 11/12-MONTH SALARY CONTRACTS, ACADEMIC YEAR 1990-91

FRINGE BENEFITS	LINE NO.	FACULTY ON 9/10-MONTH CONTRACTS		FACULTY ON 11/12-MONTH CONTRACTS	
		EXPENDITURES (IN WHOLE DOLLARS)	NUMBER COVERED	EXPENDITURES (IN WHOLE DOLLARS)	NUMBER COVERED
		(1)	(2)	(3)	(4)
RETIREMENT PLANS (OTHER THAN SOCIAL SECURITY) VESTED WITHIN 5 YEARS	32	$		$	
VESTED AFTER 5 YEARS	33				
MEDICAL/DENTAL PLANS	34				
GUARANTEED DISABILITY INCOME PROTECTION	35				
TUITION PLAN (DEPENDENTS ONLY) CHECK ONE: RESTRICTED: ☐ YES ☐ NO	36				
HOUSING PLAN CHECK ONE: RESTRICTED: ☐ YES ☐ NO	37				
SOCIAL SECURITY TAXES	38				
UNEMPLOYMENT COMPENSATION	39				
GROUP LIFE INSURANCE	40				
WORKER'S COMPENSATION	41				
OTHER BENEFITS IN KIND WITH CASH OPTIONS	42				
TOTAL	43	$		$	

42

United States
Department of Education
Washington, D.C. 20208–5652

Official Business
Penalty for Private Use, $300

Postage and Fees Paid
U.S. Department of Education
Permit No. G–17

FOURTH CLASS BOOK RATE

BEST COPY AVAILABLE